

District	Mean Salary
Allan Hancock ¹	\$45,868
Antelope Valley	55,218
Barstow	52,883
Battle	48,685
Cabrillo ¹	44,463
Cerritos	52,698
Chabot-Las Positas	47,709
Chaffey	55,158
Citrus	47,764
Coast	52,166
Compton ¹	43,266
Contra Costa ¹	53,748
Desert ¹	44,504

FACULTY SALARIES IN CALIFORNIA'S COMMUNITY COLLEGES, 1992-93



CALIFORNIA POSTSECONDARY EDUCATION COMMISSION

SUMMARY

This is the Commission's 1993 document in its series of annual reports on faculty salaries in the California Community Colleges that it has produced for transmission to the Governor and the Legislature since 1979. In the report, the Commission indicates that faculty cost-of-living adjustments (COLAs) in the current 1992-93 year will probably average less than 1 percent statewide and that the mean salary for full-time faculty throughout the system -- currently projected to be \$49,891, based on incomplete data -- will change very little from 1991-92.

The report contains nine displays -- plus several additional ones in the appendix -- that show district-by-district salaries and cost-of-living adjustments, the number of faculty in each district, differences between high- and low-paying districts, compensation for part-time faculty, and samples of typical community college salary schedules.

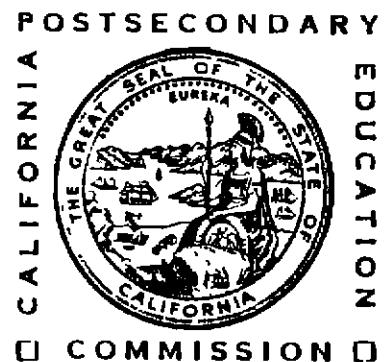
Following historical tradition, the report contains neither conclusions nor recommendations, since it is intended only to provide specific information on faculty compensation in the two-year system.

The Commission adopted the report at its meeting on September 13, 1993, on recommendation of its Fiscal Policy and Analysis Committee. Further information about the report may be obtained from the Commission at 1303 J Street, Suite 500, Sacramento, California 95814-2938.

FACULTY SALARIES IN CALIFORNIA'S COMMUNITY COLLEGES, 1992-93

*A Report to the Legislature
and the Governor in Response
to Supplemental Report Language
for the 1979 Budget Act*

CALIFORNIA POSTSECONDARY EDUCATION COMMISSION
1303 J Street ♦ Suite 500 ♦ Sacramento, California 95814-2938





**COMMISSION REPORT 93-17
PUBLISHED SEPTEMBER 1993**

(Contributing Staff) William L. Storey

This report, like other publications of the California Postsecondary Education Commission, is not copyrighted. It may be reproduced in the public interest, but proper attribution to Report 93-17 of the California Postsecondary Education Commission is requested.

Contents

<i>Page</i>	<i>Section</i>
1	ONE Executive Summary
1	Overview of Findings
1	Differences Between the Highest-Paying and Lowest-Paying Districts
1	Salaries of Full-Time and Part-time Faculty
3	TWO Description of the Data
3	Development of the Community College Faculty Salary Reports
4	Average Salaries
4	High-Paying and Low-Paying Districts
8	Cost-of-Living Adjustments
10	Salary Schedule Categories
10	Part-time Faculty and Full-Time Faculty with Overload Assignments
14	Implications of the Data
15	Reference
17	Appendix: Supplemental Statistical Displays

Displays

- 5 1 Mean Salaries for Contract and Regular Faculty, Weighted by the Number of
Contract and Regular Faculty in Each District, Fall 1992
- 6 2 The Ten Highest California Community College Mean Salaries Among Reporting
Districts, Fall 1986 to Fall 1992
- 7 3 The Ten Lowest California Community College Mean Salaries Among Reporting
Districts, Fall 1986 to Fall 1992
- 8 4 Analysis of the Mean Salaries Paid by the Highest- and Lowest-Paying Community
College Districts, Fall 1986 to Fall 1992
- 9 5 Annualized Cost-of-Living Adjustments Granted to Regular and Contract California
Community College Faculty, by District, Fall 1989 to Fall 1992
- 11 6 Range of Cost-of-Living Adjustments, California Community Colleges, 1989-90 to
1992-93
- 11 7 Yuba Community College District Salary Schedule for Full-Time Faculty, 1992-93
- 12 8 Marin Community College District Certificated Salary Schedule, 1992-93
- 13 9 Analysis of the Mean Dollars per Weekly Faculty Contact Hour (WFCH) Paid to
Full-Time Faculty, Part-Time Faculty, and Full-Time Faculty Teaching Overload
Assignments in the California Community Colleges, Fall 1988 to Fall 1992
- 17 10 Number of Employees by Type of Assignment, California Community Colleges,
Fall 1992
- 18 11 Number of Full-Time-Equivalent Employees by Type of Assignment, California
Community Colleges, Fall 1992
- 19 12 Percent Distribution of Annual Salary per Schedule plus Stipends in the
California Community Colleges, Credit Faculty Only, Fall 1992
- 20 13 Percent Distribution of Annual Salary per Schedule plus Stipends in the
California Community Colleges, Total Contract and Regular Faculty, Fall
1992
- 21 14 Percent Distribution of Weekly Faculty Contact Hours (WFCH) Taught in
the California Community Colleges, Total Contract and Regular Faculty, Fall
1992
- 22 15 Percent Distribution of Weekly Faculty Contact Hours (WFCH) Taught in
the California Community Colleges, Total Part-Time Faculty, Fall 1992
- 23 16 Percent Distribution by Hourly Compensation Rate for Overload Instruction,
California Community Colleges, Fall 1992
- 24 17 Percent Distribution by Hourly Compensation Rate for Part-Time Faculty,
California Community Colleges, Fall 1992

1

Executive Summary

THE CALIFORNIA Postsecondary Education Commission has produced an annual report on faculty salaries in the California Community Colleges since 1979, when the Legislature requested such reports in Supplemental Report Language to the 1979-80 State Budget. This latest report in the series presents nine displays containing data on mean salaries, the highest- and lowest-paying districts, the number of full- and part-time faculty, the number of contact hours taught, the cost-of-living adjustments granted by each district over the past four years, two examples of community college salary schedules in the current year, and a general summary of compensation for full-time, part-time, and overload faculty.

Overview of findings

Data in this report indicate that, in 1992-93, community college faculty have experienced the same kind of fiscal restrictions that have occurred in California's other public sectors. Although data are incomplete, the reported average salary of full-time faculty in the current year is \$49,891 -- a 1.7 percent increase from 1991-92. This compares to annual increases in the five previous years that averaged 5.25 percent. Cost-of-living adjustments are somewhat lower, averaging 0.89 percent for the 44 districts that had reported for the current year at the time of this writing. That number is a weighted mean that is influenced by the fact that several of the largest districts in the State granted no increase. By contrast, increases in the three previous years were 6.7 percent in 1989-90, 5.4 percent in 1990-91, and 1.5 percent in 1991-92. Given the severe fiscal restrictions anticipated for the 1993-94 budget year, it is likely that there will be little, if any, salary improvement in the coming year.

Differences between the highest-paying and lowest paying districts

The disparity between California's ten highest-paying and ten lowest-paying districts over the past eight years has averaged between 25 and 30 percent and for 1992-93 stands at 25.3 percent. The gap between the highest-paying district (San Joaquin Delta at \$57,359) and the lowest-paying district (Palo Verde at \$37,497) is considerably higher -- 53.0 percent.

Salaries of full-time and part-time faculty

In previous reports, the Commission has noted the considerable disparity between the compensation received by full-time faculty versus part-time faculty. That disparity appears to be not only continuing but widening, even when adjustments are made for other responsibilities such as advising and counseling that are part of the full-time faculty member's responsibilities. In the current

year, full-time faculty are paid more than twice as much as part-time faculty -- exclusive of fringe benefits -- on a contact-hour basis. The gap is also widening between the compensation received for regular instruction versus overload instruction. Four years ago, faculty teaching on regular assignments were paid 60.6 percent more than faculty teaching overload assignments. As of Fall 1992, that disparity had widened to 80.2 percent.

The percentage of weekly faculty contact hours (WFCH) taught by full-time faculty, part-time faculty, and full-time faculty on overload assignments changed little between Fall 1991 and Fall 1992. Over the past five years, however, the share taught by regular full-time faculty has declined by 2.2 percent.

Given the differences in compensation, many districts appear to be choosing to assign a greater number of teaching hours to part-timers than to full-timers. Five years ago, in 1988, full-time faculty taught a total of 64.7 percent of the total load while part-time faculty taught 35.3. This past year, however, full-time faculty taught only a total of 63.0 percent (with those on regular assignments teaching 55.9 percent of the total load and full-time faculty on overload assignments teaching 7.1 percent), while part-time faculty taught 37.0 percent.

To a great extent, these changes in the share of contact hours taught by full-time versus part-time faculty, while slight overall, have been caused by the austerity of the fiscal situation over the past several years. In 1990-91, for example, 69 of the 71 community college districts were above the statutory revenue limits imposed by the Legislature, meaning that they were educating more students than provided for by the funding. These "over cap" districts were reduced to 67 in 1991-92 and 57 in 1992-93 -- still substantial majorities -- primarily due to enrollment losses and insufficient resources. As a result of these problems, most colleges where enrollments exceeded funding chose to assign a slightly greater share of the teaching load to less expensive part-time faculty.

In considering this situation, it should be noted that AB 1725 (Chapter 973, Statutes of 1988) established a goal -- not to be confused with a mandate -- that 75 percent of all credit classes be taught by full-time faculty. Very few districts met this goal at the time the bill became law, and program improvement funds were consequently appropriated in 1989-90 and 1990-91 to assist districts in meeting the State's objective. Over 1,000 full-time faculty were hired with that funding over the two-year period. Since that time, not only have program improvement funds not been provided, the State has been unable to offer full funding even for enrollment growth and inflation. As a result of this resource constraint, districts added many additional part-time faculty in an effort to meet budgetary targets, with the result that the overall percentage of credit hours taught by full-time faculty declined slightly from previous levels.

2

Description of the Data

Development of the community college faculty salary reports

In February 1979, the Legislative Analyst recommended in his *Analysis of the Budget Bill, 1979-80*, that the Commission include information on California Community College faculty salaries in its annual faculty salary reports. Responding to this recommendation, the Commission presented data on community college faculty salaries for the 1977-78 fiscal year in its April 1979 report, *Faculty Salaries in California Public Higher Education, 1979-80* -- but it was unable to include data for 1978-79 because the Chancellor's Office had abandoned such data collection as part of the cutbacks resulting from the passage of Proposition 13 in June 1978.

Subsequently, Commission staff proposed that the submission of community college faculty salary data be formalized. In August 1979, it outlined for the Chancellor's Office staff the specific information desired and asked staff to submit 1978-79 data by November 1, 1979, and subsequent fiscal-year data by March 1 of the year involved. The Chancellor's Office agreed to do so, and since 1981-82 it has been able to do so, in large part because during that year it initiated the Staff Data File — a computerized data collection system that is now in its twelfth year of operation and that has provided comprehensive reports for the past 11 years.

During these 11 years, the Chancellor's Office has submitted much information from the Staff Data File on average salaries and salary ranges, cost-of-living adjustments, teaching loads, numbers of full- and part-time faculty, age, sex, and ethnicity of its faculty, number of new hires, promotions, and separations, and qualifications and schedules for various salary categories. Some of the more detailed data arrays for 1993 regarding the number of faculty, teaching load ranges, and compensation appear in the appendix of this report.

Unlike the Commission's reports that discuss faculty salaries at the California State University and the University of California, its reports on community college salaries are not designed to assist the Governor and the Legislature in determining cost-of-living salary adjustments for the coming fiscal year. While the Commission's reports for the two university systems present data collected from national groups of comparison universities, project salaries at those institutions into the coming fiscal year, and determine California's anticipated parity deficiencies with those institutions, the Commission's reports on community college faculty salaries do not include data on community college salaries in other states, do not project likely salaries at institutions elsewhere, and do not make parity comparisons between California's community colleges and those in other parts of the country. Rather,

faculty in California's community colleges that may provide one aspect to the policy discussions surrounding community college finance generally

Despite improvement in the reporting of data each year by the community colleges, two problems persist

- ♦ The first relates to incomplete data, due primarily to protracted collective bargaining negotiations. When negotiations extend into the spring of the current academic year, and cost-of-living adjustments are accordingly allocated retroactively, there is seldom sufficient time to include the increases in the mean salary figures reported. The result is that many of the mean salaries reported are inaccurate. In addition, 42 of the system's 71 districts did not report cost-of-living adjustments for this year.
- ♦ The second problem is that complete salary adjustments are not always reported. In 1991-92, for example, one-time "off-schedule" or "add-on" adjustments were granted to faculty in five districts. In 1992-93, such adjustments occurred, thus far, in only one district.

Average salaries Display 1 on the opposite page shows 1992-93 mean full-time contract and regular faculty salaries as reported by 70 of the 71 community college districts (Imperial Community College District did not report this year). The first footnote in that display indicates that 27 districts did not report cost-of-living increases for 1992-93, and consequently could not incorporate such increases into their mean salary figures. As a result, the salaries reported for those districts more nearly approximate 1991-92 salaries, and it may be anticipated that the final mean salary for the system will be slightly higher than the \$49,891 reported.

The 44 districts that reported current-year salary data (62.0 percent of all districts) represented 65.8 percent of the systemwide total number of faculty in the community college system. Although many large districts (e.g., Contra Costa, Foothill-De Anza, North Orange, Ventura) have not yet completed contract negotiations, it is unlikely that the systemwide mean will rise much higher, given the zero increases already agreed to by such large districts as Los Angeles, Los Rios, Peralta, and San Francisco, and the continuing austerity of public finance generally.

High-paying and low-paying districts Displays 2 and 3 on pages 6 and 7 show mean salaries as reported in the Staff Data File for regular and contract faculty in the ten highest- and ten lowest-paying districts for selected years between Fall 1986 and Fall 1992, and the systemwide means for each of those years. In each case, those districts reporting incomplete mean salary data are indicated. Display 4 on page 8 shows mean salaries for those districts as a group, the percentage difference between them, and their total number of faculty.

In 1992-93, the highest-paying district was San Joaquin Delta with a mean of \$57,359. For the third straight year, the lowest-paying was Palo Verde with a

DISPLAY 1 Mean Salaries for Contract and Regular Faculty, Weighted by the Number of Contract and Regular Faculty in Each District, Fall 1992

<u>District</u>	<u>Number of Faculty</u>	<u>Mean Salary</u>	<u>District</u>	<u>Number of Faculty</u>	<u>Mean Salary</u>
Allan Hancock ¹	107	\$45,868	Palo Verde	20	\$37,497
Antelope Valley	104	55,218	Palomar	244	50,434
Barstow	28	52,883	Pasadena Area	312	48,484
Butte	134	48,685	Peralta	339	43,718
Cabrillo ¹	165	44,463	Rancho Santiago ¹	287	54,330
Cerritos	239	52,698	Redwoods ¹	107	47,318
Chabot-Las Positas	222	47,709	Rio Hondo	160	54,783
Chaffey	141	55,158	Riverside	218	49,789
Citrus	136	47,764	Saddleback	266	55,492
Coast	574	52,166	San Bernardino	194	50,846
Compton ¹	67	43,266	San Diego ¹	575	47,848
Contra Costa ¹	427	53,748	San Francisco	643	49,154
Desert ¹	103	44,594	San Joaquin Delta	218	57,359
El Camino ¹	303	50,704	San Jose-Evergreen ¹	210	49,836
Feather River ¹	18	46,919	San Luis Obispo ⁴	95	44,556
Foothill-De Anza ¹	398	52,538	San Mateo County ¹	349	51,270
Fremont-Newark ¹	105	49,351	Santa Barbara ⁵	195	47,164
Gavilan	63	51,820	Santa Clarita ¹	64	52,470
Glendale	175	49,619	Santa Monica ¹	224	55,718
Grossmont-Cuyamaca	232	47,499	Sequoias	136	50,205
Hartnell	82	45,520	Shasta-Tehama-Trinity	127	47,816
Imperial ²	91	43,043	Sierra ¹	134	45,917
Kern	269	45,428	Siskiyou	43	42,541
Lake Tahoe	24	46,418	Solano County ¹	139	51,868
Lassen	38	46,805	Sonoma County	245	50,794
Long Beach	272	52,751	Southwestern ¹	178	50,015
Los Angeles	1,510	47,951	State Center	284	50,816
Los Rios ³	605	47,206	Ventura County ¹	394	52,117
Marin	122	56,456	Victor Valley	79	46,922
Mendocino-Lake ¹	41	46,480	West Hills ¹	50	45,392
Merced ¹	8	52,198	West Kern	21	55,361
Mira Costa	85	51,828	West Valley-Mission	252	51,896
Monterey Peninsula	105	47,457	Yosemite	231	47,354
Mt. San Antonio	292	52,420	Yuba	124	56,326
Mt. San Jacinto	50	45,834			
Napa ¹	90	45,929			
North Orange ¹	470	50,539	Total	15,052	\$49,891
			Systemwide Estimate		\$49,933 ⁶

1 Indicates districts where salary negotiations are still in process or where contracted increases have not yet been incorporated into reported salaries. In such cases, average salaries more nearly approximate 1991-92 salary levels.

2 Data are from 1991-92, since the Imperial district did not report 1992-93 data.

3 Faculty will receive an undetermined off-schedule cost-of-living adjustment at the end of the fiscal year.

4 Faculty will receive an off-schedule cost-of-living adjustment of 3.37 percent effective July 1, 1992.

5 Faculty will receive an unknown cost-of-living adjustment to be determined by a formula based upon funds to be received in second period apportionment (July 1993).

6 Estimate developed by the Chancellor's Office.

Source: Derived from the Staff Data File, Chancellor's Office, California Community Colleges.

DISPLAY 2 *The Ten Highest California Community College Mean Salaries Among Reporting Districts, Fall 1986 to Fall 1992*

<u>District</u>	Fall Term and Number of Reporting Districts						
	1986 (69)	1987 (68)	1988 (68)	1989 ³ (69)	1990 ⁴ (71)	1991 (71)	1992 (69)
San Joaquin Delta	\$44,029	\$45,923	\$46,311	\$48,243	\$50,760	\$55,103	\$57,359
Marin		45,013	46,753	49,246		55,781	56,456
Yuba						52,589	56,326
Santa Monica ¹	41,334				50,904	54,237	55,718
Saddleback ¹	41,815	46,335	48,413	47,978	54,559	55,388	55,492
West Kern	41,934	44,201	45,916	48,291		55,456	55,361
Antelope Valley							55,218
Chaffey							55,158
Rio Hondo	40,481	43,602	45,299			53,941	54,783
Rancho Santiago ¹				47,654	50,042		54,330
Cerritos	41,746	44,097	46,009	47,835	51,166	53,225	
Foothill-DeAnza	41,711	43,466	45,363	50,499	52,962	52,756	
Merced						52,697	
Yosemite					52,667		
West Valley					49,973		
Long Beach					49,859		
Sequoias			45,074	48,020			
Ventura				47,522			
Citrus				47,418			
Contra Costa	43,998	43,979	47,661				
San Mateo			45,323				
Southwestern		42,764		48,020			
Mt. San Antonio	40,632	42,685					
Statewide Mean Salary ²	\$38,005	\$40,046	\$42,035	\$44,286	\$47,575	\$49,074	\$49,891

1 Annualized 1992-93 cost-of-living adjustment not included in the mean salary data reported.

2 Weighted by total faculty in each district

3 Includes both credit and non-credit instructional faculty

4 Includes only credit instructional faculty

Source Derived from the Staff Data File, Chancellor's Office, California Community Colleges

mean of \$37,497 -- although it should be noted that Palo Verde faculty number only 16, that many of these appear to be relatively newer hires, and that the college is located in a relatively impoverished area. Among those districts that had final-

DISPLAY 3 The Ten Lowest California Community College Mean Salaries Among Reporting Districts, Fall 1986 to Fall 1992

District	Fall Term and Number of Reporting Districts						
	1986 (69)	1987 (68)	1988 (68)	1989 ⁴ (69)	1990 ⁵ (71)	1991 (71)	1992 (69)
Palo Verde		\$34,505	\$35,731	\$39,411	\$35,824	\$34,556	\$37,497
Siskiyou		34,843	36,524	38,330	40,204	42,301	42,541
Compton ¹	\$30,929	34,475	35,268	34,464	40,008	42,504	43,266
Peralta		36,275	37,432		41,135	42,342	43,718
Cabrillo ¹	32,960	33,768	35,286	38,560			44,463
San Luis Obispo							44,556
Desert ¹							44,594
West Hills ¹		36,346				43,505	45,392
Kern							45,428
Hartnell							45,520
Feather River				39,411	41,246	41,884	
Lake Tahoe			38,125		41,246	42,811	
Mendocino		36,460	36,791	39,490		42,867	
Victor Valley	34,061			38,831	41,376	42,948	
Imperial ²	32,090	32,642	35,233	38,312	41,951	43,043	
Santa Barbara	34,794				42,360		
Allan Hancock	33,962				42,400		
Chaffey				31,742			
San Diego				38,734			
Napa	33,099	33,581	35,453				
Mt. San Jacinto			37,699				
Lassen	32,856						
Monterey Peninsula	34,385						
Statewide Mean Salary ³	\$38,005	\$40,046	\$42,035	\$44,286	\$47,575	\$49,074	\$49,891

1 Annualized 1992-93 cost-of-living adjustment not included in the mean salary data reported

2 Imperial did not report data for 1992-93

3 Weighted by total faculty in each district.

4 Includes both credit and non-credit instructional faculty

5 Includes only credit instructional faculty

Source Derived from the Staff Data File, Chancellor's Office, California Community Colleges

ized negotiations, the difference between average salary paid at San Joaquin Delta, and that paid at Palo Verde, was 53.0 percent

DISPLAY 4 *Analysis of the Mean Salaries Paid by the Highest- and Lowest-Paying Community College Districts, Fall 1986 to Fall 1992*

<u>Item</u>	<u>Fall 1986</u>	<u>Fall 1987</u>	<u>Fall 1988</u>	<u>Fall 1989</u>	<u>Fall 1990</u>	<u>Fall 1991</u>	<u>Fall 1992</u>
Mean Salaries							
Ten Highest-Paying Districts							
Weighted ¹	\$42,144	\$44,137	\$46,304	\$48,503	\$51,496	\$54,035	\$55,584
Unweighted	\$42,001	\$44,207	\$46,212	\$48,271	\$51,403	\$54,117	\$55,620
Ten Lowest-Paying Districts							
Weighted ¹	\$32,515	\$34,454	\$36,399	\$37,411	\$41,499	\$42,413	\$44,349
Unweighted	\$32,422	\$34,600	\$36,354	\$37,384	\$40,990	\$41,876	\$43,697
Percent by Which the Ten Highest-Paying Districts Exceed the Ten Lowest Paying (Weighted Mean)	29 6%	28 1%	27 2%	29 6%	24 1%	27 4%	25 3%
Systemwide Mean Salary²	\$38,005	\$40,046	\$42,035	\$44,286	\$47,575	\$49,074	\$49,891
Number of Regular Faculty							
Ten Highest-Paying Districts	2,182	2,022	2,121	2,012	2,537	1,725	1,667
Ten Lowest-Paying Districts	1,341	1,205	833	1,083	923	680	1,233
Percent by Which the Ten Highest-Paying Districts Exceed the Ten Lowest Paying (Total Faculty)	62 7%	67 8%	154 6%	85 8%	174 9%	153 7%	35 2%

¹ Weighted by total full-time contract and regular faculty in each reporting district

² Number of districts reporting varies slightly from year to year (range is 68 to 71)

Source Derived from the Staff Data File, Chancellor's Office, California Community Colleges

From Display 4, it can be seen that the higher-paying districts have tended to be the larger districts as well as those that report the most complete data. In 1992-93, however, and with many larger districts granting no increases, the size disparity has narrowed considerably.

In previous years, salaries paid to non-credit faculty (working principally in the evening programs) employed by the San Diego and San Francisco districts were excluded from the mean salary calculations. This year they have been included, and since they tend to be paid about one-fourth less than regular faculty at the main campus, their inclusion consequently tends to reduce districtwide salary averages, as well as statewide mean salaries, although the latter are affected only slightly.

Taken as groups of the ten highest and ten lowest, the difference for 1992-93 is 25.3 percent -- a number that has declined slightly in recent years from the 30 percent range.

Cost-of-living adjustments Display 5 on page 9 provides cost-of-living-adjustment data, by district, for the current and previous three years, weighted by the size of faculty in each district.

**DISPLAY 5 Annualized Cost-of-Living Adjustments Granted to Regular and Contract California
Community College Faculty, by District, Fall 1989 to Fall 1992**

Number of Regular and Contract Full- Time Faculty, Cost-of-Living Adjustments						Number of Regular and Contract Full- Time Faculty, Cost-of-Living Adjustments					
District	Fall 1992	1989-90	1990-91	1991-92	1992-93	District	Fall 1992	1989-90	1990-91	1991-92	1992-93
Allan Hancock	107	6 40%	4 50%	0 00%	1	Palo Verde	20	6 00	7 74	2 84	0 00
Antelope Valley	104	6 50	8 00	7 00	7 00%	Palomar	244	6 00	5 70	0 00	0 00
Barstow	28	6 00	5 00	6 00	0 00	Pasadena Area	312	7 00	5 00	0 00	1 00
Butte	134	6 37	7 00	0 00	0 00	Peralta	339	4 00	10 00	2 00	0 00
Cabrillo	165	7 00	6 00	1 00	1	Rancho Santiago	287	7 00	7 62	4 46	1
Cerritos	239	6 40	5 66	0 00	1	Redwoods	107	5 19	5 98	1 75	1
Chabot-						Rio Hondo	160	8 00	5 00	5 00	0 00
Las Positas	222	6 00	3 00	0 70	0 00	Riverside	218	8 00	7 00	2 00	2 00
Chaffey	141	5 00	8 00	6 00	6 00	Saddleback	266	6 14	4 66	2 00	2 00
Citrus	136	6 37	4 40	1 00	1 00	San Bernardino	194	6 20	5 00	1 50	0 00
Coast	574	3 65	8 61	3 00	0 00	San Diego	575	9 40	7 00	0 00	1
Compton	67	2	0 00	0 00	1	San Francisco	643	7 00	7 40	2 50	0 00
Contra Costa	427	7 00	6 50	3 00	1	San Joaquin Delta	218	5 10	6 00	2 50	3 00
Desert	103	10 00	4 00	1 00	1	San Jose-Evergreen	210	7 00	5 50	0 00	1
El Camuno	303	5 50	4 65	0 00	1	San Luis Obispo	95	4 43	5 84	3 37	0 00
Feather River	18	0 00	8 30	1 00	1	San Mateo County	349	7 50	6 50	1	1
Foothill-De Anza	398	7 00	6 70	0 00	1	Santa Barbara	195	8 00	7 43	2 00	0 00
Fremont-Newark	105	7 00	5 66	1 00	1	Santa Clarita	64	6 00	5 00	2 00	1
Gavilan	63	5 00	5 50	2 00	2 00	Santa Monica	224	6 90	6 66	2 00	1
Glendale	175	5 64	5 66	0 00	2 00	Sequoias	136	5 50	4 25	0 00	1 50
Grossmont-						Shasta-Tehama-					
Cuyamaca	232	14 00	0 00	0 00	0 00	Trinity	127	8 00	8 50	3 00	0 00
Hartnell	82	5 50	6 00	1 50	0 00	Sierra	134	6 00	7 30	3 21	1
Imperial	91	10 00	3 00	3 00	1	Siskiyou	43	3 76	5 18	3 00	0 00
Kern	269	4 00	5 00	0 00	0 00	Solano County	139	8 00	7 00	2 25	1
Lake Tahoe	24	3 00	5 00	3 00	0 00	Sonoma County	245	6 00	5 50	1 50	3 65
Lassen	38	5 00	4 66	5 00	2 00	Southwestern	178	6 00	6 00	2 00	1
Long Beach	272	5 00	5 50	4 80	0 00	State Center	284	6 39	6 95	4 00	2 00
Los Angeles	1,510	8 00	0 00	0 00	0 00	Ventura County	394	8 00	8 00	1	1
Los Rios	605	6 08	5 82	0 00	0 00	Victor Valley	79	9 30	4 00	4 00	2 00
Marin	122	0 00	11 75	0 80	1 30	West Hills	50	5 50	1 00	4 50	1
Mendocino-Lake	41	7 46	5 66	2 00	1	West Kern	21	5 00	10 00	0 00	0 00
Merced	8	5 00	5 60	1 00	1	West Valley-					
Mira Costa	85	11 50	6 40	1 04	2 00	Mission	252	9 00	4 50	0 00	2 00
Monterey						Yosemite	231	7 00	5 00	0 00	0 00
Peninsula	105	9 00	5 50	0 00	0 00	Yuba	124	5 75	5 00	5 00	0 00
Mt San Antonio	292	5 00	6 00	5 00	5 50	Total Faculty	15,052				
Mt San Jacinto	50	4 64	8 00	5 00	3 36	Unweighted Mean					
Napa	90	2	7 00	0 00	1	District COLA		5 72%	5 55%	1 95%	1 17%
North Orange	470	7 50	1 30	1 00	1	Weighted Mean					
						District COLA ³		6 69%	5 39%	1 46%	0 89%

1 Salary negotiations were still in progress as of the deadline for this report.

2 Data were unavailable, unreported, or no response was received to follow-up efforts

3 All salaries weighted by the Fall 1992 staffing pattern.

Source Derived from the Staff Data File, Chancellor's Office, California Community Colleges

Based on these weighted data, the systemwide cost-of-living increases averaged 6.69 percent in 1989-90, 5.39 percent in 1990-91, 1.46 percent in 1991-92, and 0.89 percent in 1992-93. Each year, Commission staff updates the previous year's data to reflect actual cost-of-living increases. In most years of this array, the updates have been in a negative direction, and in 1991-92 the update moved from an estimated cost-of-living adjustment increase of 2.06 percent with incomplete data, to 1.46 percent with complete data.

One of the reasons this occurs is that districts engaged in protracted negotiations are often those with the least financial resources. Accordingly, the final settlements are often below statewide averages. In 1992-93, it can be expected that many of the 27 districts that have not yet reported will grant no salary increases at all, and consequently that even the historically low 0.89 percent increase for faculty in the 44 districts that did report will be lowered even further, perhaps to around 0.75 percent or even less. If all of those districts granted no increase, the statewide average would be 0.57 percent.

Display 6 on page 11 provides a graphic demonstration of how salary increases in the community colleges are receding. It can be seen that most increases in 1989-90 and 1990-91 were in the 4.1 to 8.0 percent range. In 1991-92, that percentage fell to where most increases, if any were granted, were at 4.0 percent or below. In 1992-93, the modal increase is zero, with most districts granting 2.0 percent or less. When the currently unreported districts do report, it is expected that most will fall into the first two categories of 2.0 percent or less.

**Salary schedule
categories**

The salary schedules of the 71 districts generally provide a number of salary categories or classes through which faculty members can advance depending on educational qualifications, and another series of steps that provide salary increases based on longevity. Typical schedules are reproduced as Displays 7 and 8 on pages 11 and 12 -- those of the Yuba and Marin Community College Districts.

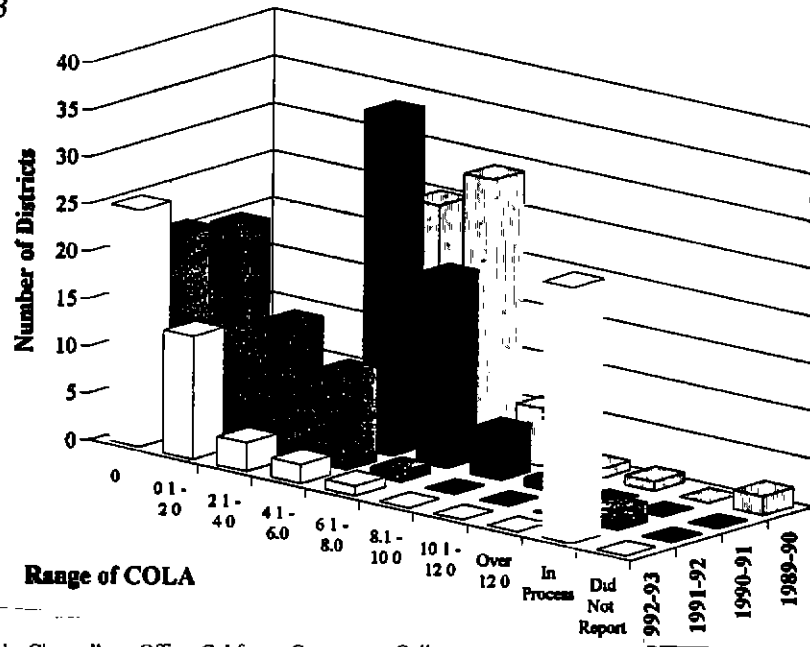
As with mean salaries, these schedules vary greatly from district to district, with some districts offering only one salary classification based on educational achievement, while others offer as many as nine. In addition, some districts have as few as 12 anniversary increments, while others have 30 or more. In some cases, additional stipends are provided to doctoral degree holders, department chairmen, and others with special qualifications or responsibilities.

**Part-time faculty
and full-time
faculty
with overload
assignments**

For many years, the community colleges have employed a large number of part-time or temporary faculty, and most districts have also permitted full-time regular and contract faculty to work additional hours or overloads. Display 9 on page 13 shows several comparisons between full-time, part-time, and overload faculty between Fall 1988 and Fall 1992. For example, it shows the number of full-time faculty with and without overload assignments compared to the number of part-

(text continues on page 14)

DISPLAY 6 *Range of Cost-of-Living Adjustments, California Community Colleges, 1989-90 to 1992-93*



Source Derived from the Staff Data File, Chancellor's Office, California Community Colleges

DISPLAY 7 *Yuba Community College District Salary Schedule for Full-Time Faculty, 1992-93*

Step	Class I	Class II	Class III	Class IV	Class V	Class VI
1	\$29,220	\$30,711	\$32,205	\$33,692	\$35,179	\$36,673
2	30,711	32,205	33,692	35,179	36,673	38,163
3	32,205	33,692	35,179	36,673	38,163	39,651
4	33,692	35,179	36,673	38,163	39,651	41,145
5	35,179	36,673	38,163	39,651	41,145	42,634
6	36,673	38,163	39,651	41,145	42,634	44,122
7	38,163	39,651	41,145	42,634	44,122	45,616
8	39,651	41,145	42,634	44,122	45,616	47,105
9	41,145	42,634	44,122	45,616	47,105	48,591
10	42,634	44,122	45,616	47,105	48,591	50,182
11	44,122	45,616	47,105	48,591	50,182	51,574
12	45,616	47,105	48,591	50,182	51,574	53,073
13	47,105	48,591	50,182	51,574	53,073	54,558
14		50,182	51,574	53,073	54,558	56,048
15		51,574	53,073	54,558	56,048	57,539
16			54,558	56,048	57,539	59,029
17			56,048	57,539	59,029	60,520
18			57,539	59,029	60,520	62,010
19				60,520	62,010	63,501

Class I	Less than BA plus 30 units	Class III	BA plus 45 units or an MA plus 15 units	Class V	BA plus 75 units or an MA plus 45 units
Class II	BA plus 30 units or an MA	Class IV	BA plus 60 units or an MA plus 30 units	Class VI	BA plus 90 units or an MA plus 45 units
					Doctorate \$2,000 added to class and step placement

Source Derived from the Staff Data File, Chancellor's Office, California Community Colleges.

DISPLAY 8 Marin Community College District Certificated Salary Schedule, 1992-93

<u>Step</u>	<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>	<u>Column 4</u>	<u>Column 5</u>
1	\$30,669	\$32,685	\$34,385	\$36,577	\$37,411
2	31,914	34,124	35,884	38,155	38,978
3	33,160	35,562	37,384	39,733	40,544
4	34,405	37,001	38,883	41,311	42,111
5	35,650	38,440	40,383	42,890	43,677
6	36,896	39,879	41,882	44,468	45,244
7	38,141	41,317	43,382	46,046	46,810
8	39,386	42,756	44,881	47,624	48,377
9	41,731	44,195	46,381	49,202	49,944
10	42,082	45,633	47,880	50,780	51,510
11	43,432	47,072	49,380	52,359	53,077
12	44,782	48,511	50,879	53,937	54,643
13	46,132	49,950	52,379	55,515	56,210
14	47,482	51,388	53,878	57,093	57,777
15	48,833	52,827	55,378	58,671	59,343
16	50,183	54,266	56,877	60,249	60,910

Column 1 Bachelor's degree or partial fulfillment of a Life Instructor's Credential in a vocational-related discipline

Column 2 Master's degree or clear Life Instructor's Credential in a vocational-related discipline with a Bachelor's degree

Column 3 Master's degree plus 30 semester hours subsequent to the date of the Master's degree, or Bachelor's degree plus 60 semester hours with Master's degree, or clear Life Instructor's Credential in a vocational-related discipline with a Bachelor's degree and 60 semester hours subsequent to the date of the clear Life Instructor's Credential in a vocational-related discipline

Column 4 Master's degree plus 60 semester hours subsequent to the date of the Master's degree or Bachelor's degree plus 90 semester hours with Master's degree

Column 5 Earned Doctorate

Notes

- Step 7 is the highest entering step for permanent teachers new to the district and temporary non-credit ESL unit members and all other temporary non-credit unit members working the semester program on campus
- Step 3 is the highest entering step for temporary credit unit members
- All temporary instructors placed on the salary schedule may not advance beyond Step 10
- All temporary instructors placed on the salary schedule and employed prior to Fall 1987 and are at Step 10 or above will be retained at the step they held on May 29, 1987, but will not advance further. All other temporary instructors placed on the salary schedule may advance to Step 10
- A \$1,000 bonus is paid once for receiving an earned Doctorate from an accredited institution while employed by the District. Any regular contract employee receiving such an award must agree to remain under contract to the District for two years after the award is granted. Such guarantee is to be enforced by surety bond.

Source: Chancellor's Office, California Community Colleges

DISPLAY 9 Analysis of the Mean Dollars per Weekly Faculty Contact Hour (WFCH) Paid to Full-Time Faculty, Part-Time Faculty, and Full-Time Faculty Teaching Overload Assignments in the California Community Colleges, Fall 1988 to Fall 1992

<u>Item</u>	<u>Fall 1988</u>	<u>Fall 1989</u>	<u>Fall 1990</u>	<u>Fall 1991</u>	<u>Fall 1992</u>
1 Number of Faculty Members					
Full-Time Faculty ¹	8,124	8,445	8,207	8,986	8,891
Part-Time Faculty	26,031	28,606	30,843	28,341	27,369
Overload Faculty	5,490	5,703	6,063	6,397	6,391
2 Total WFCH Taught					
Full-Time Faculty	229,829	234,249	239,016	241,779	243,817
Part-Time Faculty	139,484	158,016	169,849	159,005	161,417
Overload Faculty	25,877	27,843	28,533	30,901	30,777
3 Percentage Distribution of WFCH Taught					
Full-Time Faculty	58 2%	55 8%	54 6%	56 0%	55 9%
Part-Time Faculty	35 3%	37 6%	38 8%	36 8%	37 0%
Overload Faculty	6 5%	6 6%	6 5%	7 2%	7 1%
4 Mean WFCH Taught					
Full-Time Faculty ²	16 9	16 6	16 7	15 7	16 0
Part-Time Faculty	5 4	5 5	5 5	5 6	5 9
Overload Faculty	4 7	4 9	4 7	4 8	4 8
5 Mean Dollars Paid per WFCH					
Part-Time Faculty	\$28 38	\$29 68	\$31 79	\$33 09	\$34 33
Overload Faculty	\$33 22	\$35 04	\$37 06	\$38 12	\$39 33
6 Percent that Overload Faculty Compensation Exceeds Part-Time Faculty Compensation	17 1%	18 1%	16 5%	15 2%	14 6%
7 Mean Dollars Paid to Contract and Regular Faculty per WFCH, Assuming No Overload Assignments³					
Unadjusted	\$71 14	\$75 42	\$81 15	\$89 30	\$87 54
Adjusted ⁴	\$53 36	\$56 57	\$60 86	\$66 98	\$65 66
8 Percent that Compensation of Full-Time Faculty as Adjusted in Item 7 Exceeds Part-Time and Overload Faculty Compensation per WFCH					
Part-Time Faculty	88 0%	90 6%	91 5%	102 4%	91 3%
Overload Faculty	60 6%	61 4%	64 2%	75 7%	66 9%

1 No overload All contract and regular faculty

2 Full-time faculty teaching regular assignments only

3 Based on a 35-week year

4 Dollar amount reduced by 25 percent to reflect additional responsibilities of regular and contract faculty such as counseling, advising, committee work, office hours, and community service

Source Derived from the Staff Data File, Chancellor's Office, California Community Colleges

time faculty. It also shows workload in terms of weekly faculty contact hours (WFCH) -- the actual number of hours faculty spend in classrooms. Comparing these two, it can be seen that, while the number of part-time faculty outnumber full-time faculty by almost two-to-one, they teach only 37.0 percent of these contact hours. Regular and contract faculty teach 55.9 percent on regular assignments, with those teaching overloads accounting for the remaining 7.1 percent. Regular and contract faculty on regular assignments averaged 16.0 weekly faculty contact hours in 1992-93, a number that has remained relatively constant for many years. Part-time faculty averaged 5.9 hours, and those teaching any overload averaged 4.8 additional hours. Some 41.8 percent of full-time regular and contract faculty members teach some overload. Since 1988, the number of contact hours taught per full-time faculty member on regular assignments has declined slightly, while those of both part-timers and faculty teaching overloads have increased.

Compensation comparisons between full-time and part-time faculty are difficult to make, since part-time faculty generally do not have responsibilities other than classroom teaching and preparation for teaching, while full-time faculty are expected to spend time in counseling, advising, committee work, office hours, and community service. The exact proportion of total workload devoted to activities not directly related to classroom teaching and preparation is not known, but an assumption used by the Chancellor's Office (1987, p. 7) is that three-fourths is instructionally related, while the remaining one-fourth is devoted to other campus activities. Although this estimate is not a precise measure, by using it as an adjustment in Item 7 of Display 9, it is possible to make the several general comparisons shown in Item 8 of that display. On a systemwide basis, full-time faculty in 1992-93 earned almost twice as much in salary (91.3 percent more) per weekly faculty contact hour as did part-time faculty, and 66.9 percent more than the amount full-time faculty received for overload assignments. If fringe benefits were added into these calculations, these percentages would be even higher.

Based on hourly rates paid part-time faculty and those full-time faculty with overload assignments, Item 6 in Display 9 indicates that overload faculty are currently paid 14.6 percent more than part-time faculty.

Implications of the data

Over the past five years, the workload and compensation differences among regular faculty, part-time faculty, and overload faculty have changed very little. In times of fiscal crisis, the number of contact hours taught by part-time and overload faculty tend to increase, and the Fall 1991 and Fall 1992 terms reflect that rearrangement of priorities on a statewide basis. Perhaps more indicative of the continuing fiscal crisis in California higher education, however, is the amount of the cost-of-living adjustments granted to contract and regular faculty. These have been declining steadily over the past several years, and even though current data are incomplete, it appears that the 1992-93 cost-of-living adjustment will be less than one percent. For some, however, it will be worse, as at least 24 of the 71 districts, and probably many more, will grant no increase at all in 1992-93.

In last year's report, the Commission noted that the community colleges expected to hire some 20,000 new faculty over the next 15 years -- a task that was assumed to be very difficult given the current budgetary austerity. There have been no systematic studies conducted of community college faculty recruiting, yet all anecdotal evidence suggests that community college districts are having no difficulty whatever filling vacancies, and that most vacancies for full-time teaching positions are pursued by hundreds of applicants, many of them drawn from among the large pool of part-time teachers who often commute between campuses -- the "freeway flyers" as they are often called.

The greatest problem facing the colleges in the next few years may not be salary levels for full-time faculty, but the general budgetary situation. Under AB 1725, districts are supposed to increase the share of contact hours taught by full-time faculty to 75 percent (currently 63.0 percent), but in a severe fiscal environment, all of the incentives are to hold the line on full-time salaries and to hire as many part-time faculty as possible. These incentives are increased when between 200 and 300 applicants appear for every full-time vacancy that becomes available. Further, as fees increase, there may be a negative effect on enrollments. Many districts are already experiencing enrollment declines due to the \$10-per-unit fee levied on all students, and especially by the \$50-per-unit fee levied on students with bachelor's degrees. If general fees go to \$30 per unit, as the Governor has proposed in his 1993-94 budget, enrollment losses may become significant. It is not inconceivable that 1993-94 enrollment could be as much as 10 to 15 percent lower than 1991-92 enrollment, despite the fact that California's population continues to grow.

If enrollment declines occur, the districts will have less money, and almost their only course of action will be to lay off part-time instructors. Some districts may attempt to reduce their full-time faculty cadres by offering early retirement programs -- this could be effective given that about 30 percent of the full-time faculty (about 5,000 instructors) are currently 55 years of age or older -- and replace retiring full-time faculty with part-time faculty at a considerable savings per contact hour taught. That, in turn, could increase the percentage of contact hours taught by part-time faculty, thereby running the risk of legislative displeasure because of the provisions of AB 1725.

In short, California's community colleges face few good options in the near future regarding faculty employment and compensation.

Reference Chancellor's Office, California Community Colleges *Study of Part-Time Instruction*. Sacramento: Research Analysis Unit, Chancellor's Office. January 1987.

APPENDIX Supplemental Statistical Displays

DISPLAY 10 Number of Employees by Type of Assignment, California Community Colleges, Fall 1992

<u>District</u>	<u>Full-Time Faculty</u>	<u>Part-Time Faculty</u>	<u>District</u>	<u>Full-Time Faculty</u>	<u>Part-Time Faculty</u>
Allan Hancock	112	313	Palo Verde	20	38
Antelope Valley	118	234	Palomar	259	582
Barstow	30	88	Pasadena Area	320	365
Butte	168	336	Peralta	364	420
Cabrillo	198	311	Rancho Santiago	321	817
Cerritos	245	342	Redwoods	112	240
Chabot-Las Positas	244	507	Rio Hondo	161	222
Chaffey	192	224	Riverside	220	572
Citrus	146	361	Saddleback	282	599
Coast	612	938	San Bernardino	207	326
Compton	77	94	San Diego	620	1,398
Contra Costa	443	687	San Francisco	704	948
Desert	107	282	San Joaquin Delta	220	250
El Camino	319	419	San Jose-Evergreen	231	436
Feather River	19	50	San Luis Obispo	111	156
Foothill-De Anza	537	629	San Mateo County	381	524
Fremont-Newark	109	260	Santa Barbara	213	587
Gavilan	67	98	Santa Clarita	64	133
Glendale	189	395	Santa Monica	238	457
Grossmont-Cuyamaca	244	490	Sequoias	151	234
Hartnell	86	220	Shasta-Tehama-Trinity	140	264
Imperial	N/A	N/A	Sierra	138	329
Kern	288	11	Siskiyou	45	59
Lake Tahoe	31	108	Solano County	141	250
Lassen	50	182	Sonoma County	270	807
Long Beach	308	479	Southwestern	187	396
Los Angeles	1,701	1,621	State Center	336	515
Los Rios	664	892	Ventura County	411	513
Marin	146	156	Victor Valley	99	194
Mendocino-Lake	42	174	West Hills	54	67
Merced	150	245	West Kern	21	35
Mira Costa	96	322	West Valley-Mission	276	501
Monterey Peninsula	117	202	Yosemite	259	290
Mt San Antonio	301	316	Yuba	219	183
Mt San Jacinto	54	170			
Napa	103	190	Total	16,612	27,038
North Orange	504	985	Systemwide Estimate	16,703	27,660

Source Derived from the Staff Data File, Chancellor's Office, California Community Colleges.

*DISPLAY 11 Number of Full-Time-Equivalent Employees by Type of Assignment, California
Community Colleges, Fall 1992*

<u>District</u>	<u>Full-Time Faculty</u>	<u>Part-Time Faculty</u>	<u>District</u>	<u>Full-Time Faculty</u>	<u>Part-Time Faculty</u>
Allan Hancock	106 4	84 6	Palo Verde	15 8	9 0
Antelope Valley	113 7	81 1	Palomar	246 7	200 8
Barstow	28 6	22 7	Pasadena Area	308 1	127 2
Butte	154 8	133 9	Peralta	326 2	133 5
Cabrillo	174 9	117 0	Rancho Santiago	328 6	295 8
Cerritos	239 8	112 6	Redwoods	109 3	83 7
Chabot-Las Positas	229 3	159 4	Rio Hondo	160 6	59 2
Chaffey	175 3	88 5	Riverside	219 9	177 2
Citrus	143 1	118 3	Saddleback	268 1	215 6
Coast	572 2	319 1	San Bernardino	198 4	96 5
Compton	72 4	32 2	San Diego	589 0	490 8
Contra Costa	425 6	226 7	San Francisco	655 2	378 4
Desert	105 0	103 8	San Joaquin Delta	219 0	81 3
El Camino	299 8	144 8	San Jose-Evergreen	217 9	126 2
Feather River	17 8	15 4	San Luis Obispo	103 8	61 4
Foothill-De Anza	473 9	220 3	San Mateo County	361 9	171 2
Fremont-Newark	106 6	84 5	Santa Barbara	160 4	136 9
Gavilan	64 8	38 4	Santa Clarita	62 7	48 2
Glendale	184 4	140 2	Santa Monica	231 2	168 4
Grossmont-Cuyamaca	231 8	163 1	Sequoias	140 2	68 1
Hartnell	82 9	67 2	Shasta-Tehama-Trinity	131 0	66 5
Imperial	N/A	N/A	Sierra	135 7	99 9
Kern	271 0	11 6	Siskiyou	43 2	14 1
Lake Tahoe	25 9	37 0	Solano County	140 7	84 9
Lassen	45 1	42 0	Sonoma County	248 6	250 0
Long Beach	296 7	185 5	Southwestern	178 2	149 4
Los Angeles	1,610 6	552 0	State Center	312 6	171 8
Los Rios	626 6	291 9	Ventura County	398 5	199 9
Marin	136 0	56 5	Victor Valley	92 7	67 2
Mendocino-Lake	40 0	55 6	West Hills	47 2	21 1
Merced	145 6	80 7	West Kern	21 0	14 6
Mira Costa	92 1	99 3	West Valley-Mission	261 9	156 1
Monterey Peninsula	109 0	65 7	Yosemite	231 2	91 2
Mt. San Antonio	271 1	128 9	Yuba	146 0	49 9
Mt. San Jacinto	52 6	53 4			
Napa	94 6	61 7	Total	15,621 8	9,095 8
North Orange	490 3	334 2	Chancellor's Office Total	15,622 0	9,095 8

Source Derived from the Staff Data File, Chancellor's Office, California Community Colleges

DISPLAY 12 Percent Distribution of Annual Salary per Schedule plus Stipends in the California Community Colleges, Credit Faculty Only, Fall 1992

District	Percentage Receiving Specified Salary Amount							Total	No of Faculty	Mean Salary	Total Salary
	\$30,000- \$40,000	\$40,001- \$45,000	\$45,001- \$50,000	\$50,001- \$55,000	\$55,001- \$60,000	\$60,001- \$65,000	\$65,001+				
Allan Hancock	15.3%	21.4%	27.5%	26.5%	8.1%	0.0%	1.0%	100.0%	98	\$47,453	\$4,650,373
Antelope Valley	2.9%	8.9%	16.8%	18.8%	12.8%	28.7%	10.8%	100.0%	101	55,503	5,605,780
Barstow	0.0%	3.8%	19.2%	50.0%	19.2%	7.6%	0.0%	100.0%	26	53,010	1,378,259
Butte	10.4%	16.5%	18.2%	36.5%	13.9%	4.3%	0.0%	100.0%	115	49,522	5,695,031
Cabrillo	26.3%	26.3%	12.1%	20.2%	14.8%	0.0%	0.0%	100.0%	148	45,737	6,769,085
Cerritos	13.6%	7.9%	12.7%	16.7%	21.1%	25.5%	2.2%	100.0%	227	52,493	11,915,928
Chabot-Las Positas	19.2%	13.1%	8.4%	46.0%	13.1%	0.0%	0.0%	100.0%	213	47,931	10,209,276
Chaffey	0.7%	4.2%	11.4%	20.7%	48.5%	14.2%	0.0%	100.0%	140	55,164	7,722,896
Citrus	17.5%	14.2%	20.0%	18.3%	22.5%	3.3%	4.2%	100.0%	120	49,416	5,929,894
Coast	10.5%	11.1%	12.5%	16.0%	47.4%	1.7%	0.5%	100.0%	512	51,891	26,568,064
Compton	41.6%	11.6%	15.0%	30.0%	1.6%	0.0%	0.0%	100.0%	60	43,402	2,604,113
Contra Costa	7.4%	10.0%	16.5%	10.3%	21.1%	34.5%	0.0%	100.0%	417	53,734	22,406,978
Desert	27.0%	21.1%	35.2%	11.7%	2.3%	2.3%	0.0%	100.0%	85	44,592	3,790,337
El Camino	8.5%	13.3%	16.3%	17.4%	44.0%	0.0%	0.3%	100.0%	293	50,827	14,892,413
Feather River	16.6%	27.7%	27.7%	5.5%	22.2%	0.0%	0.0%	100.0%	18	46,919	844,545
Foothill-De Anza	4.9%	6.8%	12.4%	25.9%	42.7%	4.1%	3.0%	100.0%	363	53,787	19,524,698
Fremont-Newark	16.6%	11.4%	9.3%	22.9%	36.4%	2.0%	1.0%	100.0%	96	49,964	4,796,530
Gavilan	7.0%	10.5%	8.7%	24.5%	42.1%	7.0%	0.0%	100.0%	57	52,676	3,002,537
Glendale	7.7%	14.8%	21.2%	32.9%	20.6%	2.5%	0.0%	100.0%	155	49,896	7,733,904
Grossmont-Cuyamaca	18.3%	11.0%	12.8%	55.0%	2.2%	0.0%	0.4%	100.0%	218	48,009	10,465,956
Hartnell	17.7%	21.5%	17.7%	43.0%	0.0%	0.0%	0.0%	100.0%	79	46,155	3,646,227
Kern	17.8%	22.9%	20.8%	32.3%	2.9%	2.1%	0.8%	100.0%	235	45,921	10,791,441
Lake Tahoe	27.2%	18.1%	27.2%	27.2%	0.0%	0.0%	0.0%	100.0%	22	45,079	991,746
Lassen	11.4%	22.8%	42.8%	20.0%	2.8%	0.0%	0.0%	100.0%	35	46,636	1,632,256
Long Beach	1.9%	9.9%	22.1%	23.6%	33.5%	8.7%	0.0%	100.0%	262	52,694	13,805,793
Los Angeles	10.9%	10.2%	61.2%	16.8%	0.5%	0.2%	0.0%	100.0%	1,256	47,453	59,600,458
Los Rios	22.1%	13.2%	8.0%	47.8%	8.7%	0.0%	0.0%	100.0%	560	47,710	26,717,403
Marin	0.8%	1.6%	5.0%	27.7%	26.0%	37.8%	0.8%	100.0%	119	56,631	6,739,044
Mendocino-Lake	17.5%	22.5%	17.5%	40.0%	2.5%	0.0%	0.0%	100.0%	40	46,456	1,858,259
Merced	0.0%	0.0%	20.0%	40.0%	40.0%	0.0%	0.0%	100.0%	5	52,595	262,973
Mira Costa	14.2%	10.7%	17.8%	9.5%	32.1%	11.9%	3.5%	100.0%	84	51,703	4,343,075
Monterey Peninsula	10.0%	20.0%	31.0%	27.0%	12.0%	0.0%	0.0%	100.0%	100	47,763	4,776,268
Mt. San Antonio	12.8%	7.6%	21.9%	10.8%	23.3%	16.7%	6.6%	100.0%	287	52,413	15,042,500
Mt. San Jacinto	21.2%	25.5%	23.4%	6.3%	23.4%	0.0%	0.0%	100.0%	47	46,427	2,182,071
Napa	18.0%	18.0%	19.2%	39.7%	4.8%	0.0%	0.0%	100.0%	83	47,040	3,904,300
North Orange	8.2%	9.3%	20.1%	31.9%	30.3%	0.0%	0.0%	100.0%	451	50,635	22,836,373
Palo Verde	68.7%	6.2%	6.2%	18.7%	0.0%	0.0%	0.0%	100.0%	16	38,248	611,970
Palomar	10.4%	13.0%	16.0%	30.4%	28.2%	1.7%	0.0%	100.0%	230	50,269	11,561,979
Pasadena Area	11.2%	13.7%	23.2%	26.0%	21.4%	3.5%	0.7%	100.0%	284	49,599	14,086,232
Peralta	13.4%	18.3%	66.0%	1.7%	0.3%	0.0%	0.0%	100.0%	289	45,078	13,027,504
Rancho Santiago	4.4%	6.6%	12.3%	20.8%	33.6%	22.1%	0.0%	100.0%	226	54,331	12,278,715
Redwoods	17.2%	15.0%	12.9%	52.6%	2.1%	0.0%	0.0%	100.0%	93	47,491	4,416,648
Rio Hondo	1.9%	3.2%	8.3%	26.2%	59.6%	0.6%	0.0%	100.0%	156	55,063	8,589,898
Riverside	12.7%	14.7%	25.4%	15.2%	22.0%	9.8%	0.0%	100.0%	204	49,818	10,162,816
Saddleback	8.3%	8.7%	15.0%	13.8%	17.7%	7.1%	29.2%	100.0%	253	55,973	14,161,104
San Bernardino	12.5%	13.0%	19.2%	20.8%	17.7%	15.1%	1.5%	100.0%	192	50,757	9,745,301
San Diego	13.8%	17.5%	15.9%	20.9%	31.5%	0.0%	0.2%	100.0%	434	49,422	21,449,329
San Francisco	10.0%	15.4%	20.2%	23.4%	30.0%	0.6%	0.0%	100.0%	439	49,772	21,849,802
San Joaquin Delta	0.4%	2.8%	10.7%	23.3%	20.0%	37.3%	5.1%	100.0%	214	57,271	12,256,007
San Jose-Evergreen	6.9%	10.8%	23.1%	43.3%	15.2%	0.4%	0.0%	100.0%	203	50,315	10,213,887
San Luis Obispo	25.0%	21.5%	31.8%	13.6%	6.8%	1.1%	0.0%	100.0%	88	45,249	3,981,908
San Mateo County	7.8%	13.2%	9.3%	56.9%	12.6%	0.0%	0.0%	100.0%	332	51,301	17,031,982
Santa Barbara	12.4%	16.9%	23.1%	35.0%	12.4%	0.0%	0.0%	100.0%	177	48,360	8,559,731
Santa Clarita	5.1%	5.1%	22.4%	18.9%	31.0%	17.2%	0.0%	100.0%	58	53,391	3,096,693
Santa Monica	1.3%	6.9%	10.1%	18.0%	29.1%	33.3%	0.9%	100.0%	216	55,737	12,039,132
Sequoias	9.3%	17.0%	15.5%	19.3%	32.5%	5.4%	0.7%	100.0%	129	50,608	6,528,451
Shasta-Tehama	17.8%	13.0%	18.7%	47.9%	2.4%	0.0%	0.0%	100.0%	123	48,030	5,907,646
Sierra	26.8%	20.3%	15.4%	28.4%	8.9%	0.0%	0.0%	100.0%	123	46,086	5,668,556
Siskiyou	33.3%	26.1%	23.8%	14.2%	0.0%	2.3%	0.0%	100.0%	42	43,097	1,810,056
Solano County	9.3%	7.0%	20.3%	8.5%	53.1%	0.7%	0.7%	100.0%	128	51,968	6,651,902
Sonoma County	9.6%	7.8%	17.4%	27.0%	37.9%	0.0%	0.0%	100.0%	229	51,633	11,824,001
Southwestern	9.6%	16.4%	21.0%	19.3%	30.1%	3.4%	0.0%	100.0%	176	49,994	8,798,976
State Center	10.0%	10.8%	22.3%	23.8%	28.3%	4.1%	0.3%	100.0%	268	50,503	13,534,807
Ventura County	8.7%	10.1%	17.6%	15.9%	42.6%	4.3%	0.5%	100.0%	345	51,668	17,825,598
Victor Valley	15.2%	29.1%	12.5%	29.1%	12.5%	1.3%	0.0%	100.0%	72	47,282	3,404,330
West Hills	18.6%	16.2%	51.1%	11.6%	2.3%	0.0%	0.0%	100.0%	43	46,049	1,980,126
West Kern	0.0%	5.0%	15.0%	20.0%	30.0%	20.0%	10.0%	100.0%	20	56,008	1,120,168
West Valley-Mission	4.5%	9.4%	16.4%	35.8%	23.8%	9.4%	0.4%	100.0%	243	52,104	12,661,353
Yosemite	16.2%	13.5%	22.0%	46.4%	1.8%	0.0%	0.0%	100.0%	222	47,767	10,604,314
Yuba	9.0%	3.6%	5.4%	18.9%	24.3%	36.0%	2.7%	100.0%	111	55,704	6,183,097
Total	11.4%	12.2%	22.0%	25.2%	21.5%	6.2%	1.2%	100.0%	13,505	\$50,297	\$679,260,803

Source Derived from the Staff Data File, Chancellor's Office, California Community Colleges

DISPLAY 13 Percent Distribution of Annual Salary per Schedule plus Stipends in the California Community Colleges, Total Contract and Regular Faculty, Fall 1992

District	Percentage Receiving Specified Salary Amount							Total	No of Faculty	Mean Salary	Total Salary
	\$18,000- \$40,000	\$40,001- \$45,000	\$45,001- \$50,000	\$50,001- \$55,000	\$55,001- \$60,000	\$60,001- \$65,000	\$65,001+				
Allan Hancock	21 5%	19 6%	26 1%	24 3%	7 4%	0 0%	0 9%	100 0%	107	\$45,868	\$4,907,920
Antelope Valley	3 8%	8 6%	18 2%	18 2%	12 5%	27 8%	10 5%	100 0%	104	55,218	5,742,683
Barstow	0 0%	3 5%	21 4%	46 4%	21 4%	7 1%	0 0%	100 0%	28	52,883	1,480,712
Butte	14 9%	17 1%	17 1%	33 5%	12 6%	4 4%	0 0%	100 0%	134	48,685	6,523,736
Cabrillo	30 9%	23 6%	11 5%	19 3%	13 9%	0 6%	0 0%	100 0%	165	44,463	7,336,322
Cerritos	13 3%	8 3%	12 1%	17 1%	21 3%	24 2%	3 3%	100 0%	239	52,698	12,594,729
Chabot-Las Positas	20 2%	12 6%	8 1%	45 9%	13 0%	0 0%	0 0%	100 0%	222	47,709	10,591,295
Chaffey	0 7%	4 2%	11 3%	21 2%	48 2%	14 1%	0 0%	100 0%	141	55,158	7,777,334
Citrus	22 7%	13 2%	19 8%	16 1%	20 5%	2 9%	4 4%	100 0%	136	47,764	6,495,886
Coast	10 9%	10 6%	12 8%	15 5%	43 3%	4 1%	2 4%	100 0%	574	52,166	29,943,263
Compton	41 7%	10 4%	16 4%	28 3%	2 9%	0 0%	0 0%	100 0%	67	43,266	2,898,839
Contra Costa	7 4%	10 0%	16 3%	10 3%	21 3%	34 4%	0 0%	100 0%	427	53,748	22,950,561
Desert	28 1%	21 3%	32 0%	13 5%	2 9%	1 9%	0 0%	100 0%	103	44,594	4,593,230
El Camino	9 2%	12 8%	16 5%	17 4%	42 9%	0 3%	0 6%	100 0%	303	50,704	15,363,278
Feather River	16 6%	27 7%	27 7%	5 5%	22 2%	0 0%	0 0%	100 0%	18	46,919	844,545
Foothill-De Anza	10 5%	6 2%	11 3%	23 6%	39 4%	4 2%	4 5%	100 0%	398	52,538	20,910,205
Fremont-Newark	18 1%	10 4%	12 3%	21 9%	34 2%	1 9%	0 9%	100 0%	105	49,351	5,181,861
Gavilan	9 5%	12 7%	9 5%	23 8%	38 1%	6 3%	0 0%	100 0%	63	51,820	3,264,631
Glendale	9 1%	15 4%	21 1%	30 8%	19 4%	2 8%	1 1%	100 0%	175	49,619	8,683,314
Grossmont-Cuyamaca	20 2%	10 7%	12 9%	52 5%	3 0%	0 0%	0 4%	100 0%	232	47,499	11,019,753
Hartnell	20 7%	20 7%	17 0%	41 4%	0 0%	0 0%	0 0%	100 0%	82	45,520	3,732,609
Kern	22 3%	20 0%	19 3%	29 3%	3 3%	3 7%	1 8%	100 0%	269	45,428	12,220,037
Lake Tahoe	25 0%	16 6%	25 0%	25 0%	4 1%	0 0%	4 1%	100 0%	24	46,418	1,114,039
Lassen	10 5%	21 0%	44 7%	21 0%	2 6%	0 0%	0 0%	100 0%	38	46,805	1,778,581
Long Beach	2 2%	9 9%	21 6%	23 5%	33 0%	9 1%	0 3%	100 0%	272	52,751	14,348,219
Los Angeles	12 5%	10 0%	53 5%	16 0%	2 9%	4 7%	0 1%	100 0%	1,510	47,951	72,405,395
Los Rios	23 8%	12 8%	8 9%	45 2%	9 0%	0 0%	0 0%	100 0%	605	47,206	28,559,583
Marin	0 8%	1 6%	6 5%	27 8%	25 4%	36 8%	0 8%	100 0%	122	56,456	6,887,589
Mendocino-Lake	17 0%	21 9%	19 5%	39 0%	2 4%	0 0%	0 0%	100 0%	41	46,480	1,905,694
Merced	0 0%	0 0%	25 0%	37 5%	37 5%	0 0%	0 0%	100 0%	8	52,198	417,581
Mira Costa	14 1%	10 5%	17 6%	9 4%	31 7%	12 9%	3 5%	100 0%	85	51,828	4,405,351
Monterey Peninsula	11 4%	20 0%	31 4%	25 7%	11 4%	0 0%	0 0%	100 0%	105	47,457	4,982,946
Mt. San Antonio	12 6%	7 5%	21 9%	11 6%	22 9%	16 7%	6 5%	100 0%	292	52,420	15,306,662
Mt. San Jacinto	24 0%	24 0%	22 0%	8 0%	22 0%	0 0%	0 0%	100 0%	50	45,834	2,291,705
Napa	22 2%	16 6%	17 7%	37 7%	5 5%	0 0%	0 0%	100 0%	90	45,929	4,133,628
North Orange	8 5%	9 1%	20 4%	32 5%	29 1%	0 2%	0 0%	100 0%	470	50,539	23,753,306
Palo Verde	70 0%	5 0%	5 0%	20 0%	0 0%	0 0%	0 0%	100 0%	20	37,497	749,941
Palomar	10 2%	12 7%	16 3%	29 5%	28 2%	2 4%	0 4%	100 0%	244	50,434	12,305,800
Pasadena Area	16 6%	12 8%	22 1%	24 0%	20 1%	3 2%	0 9%	100 0%	312	48,484	15,126,969
Peralta	18 8%	18 2%	60 4%	1 4%	0 8%	0 0%	0 0%	100 0%	339	43,718	14,820,238
Rancho Santiago	3 8%	5 5%	15 3%	19 8%	33 4%	21 9%	0 0%	100 0%	287	54,330	15,592,783
Redwoods	16 8%	17 7%	11 2%	51 4%	1 8%	0 9%	0 0%	100 0%	107	47,318	5,063,038
Rio Hondo	2 5%	3 7%	8 7%	26 2%	58 1%	0 6%	0 0%	100 0%	160	54,783	8,765,256
Riverside	12 8%	15 1%	24 3%	16 0%	22 0%	9 6%	0 0%	100 0%	218	49,789	10,854,098
Saddleback	9 7%	9 0%	14 2%	13 9%	17 2%	7 1%	28 5%	100 0%	266	55,492	14,760,995
San Bernardino	12 3%	12 8%	19 0%	21 1%	17 5%	15 4%	1 5%	100 0%	194	50,846	9,864,144
San Diego	21 5%	16 3%	15 1%	19 3%	26 2%	0 5%	0 8%	100 0%	575	47,848	27,512,695
San Francisco	10 5%	17 8%	20 8%	26 2%	23 0%	1 0%	0 3%	100 0%	643	49,154	31,606,017
San Joaquin Delta	0 4%	2 7%	10 5%	22 9%	19 7%	38 5%	5 0%	100 0%	218	57,359	12,504,281
San Jose-Evergreen	8 5%	10 4%	22 8%	42 8%	14 7%	0 4%	0 0%	100 0%	210	49,836	10,465,633
San Luis Obispo	26 3%	22 1%	30 5%	12 6%	7 3%	1 0%	0 0%	100 0%	95	44,556	4,232,792
San Mateo County	8 0%	13 4%	9 4%	55 3%	12 6%	1 1%	0 0%	100 0%	349	51,270	17,893,182
Santa Barbara	16 9%	16 9%	22 0%	32 8%	11 2%	0 0%	0 0%	100 0%	195	47,164	9,196,968
Santa Clara	7 8%	6 2%	20 3%	21 8%	28 1%	15 6%	0 0%	100 0%	64	52,470	3,358,093
Santa Monica	1 7%	7 1%	9 8%	17 4%	28 5%	33 9%	1 3%	100 0%	224	55,718	12,480,870
Sequoias	11 0%	17 6%	14 7%	18 3%	31 6%	5 8%	0 7%	100 0%	136	50,205	6,827,878
Shasta-Tehama	18 1%	13 3%	18 9%	47 2%	2 3%	0 0%	0 0%	100 0%	127	47,816	6,072,660
Sierra	26 8%	20 1%	14 9%	29 1%	8 9%	0 0%	0 0%	100 0%	134	45,917	6,152,940
Siskiyou	34 8%	25 5%	23 2%	13 9%	0 0%	2 3%	0 0%	100 0%	43	42,541	1,829,253
Solano County	8 6%	8 6%	20 8%	8 6%	50 3%	2 1%	0 7%	100 0%	139	51,868	7,209,593
Sonoma County	12 2%	8 1%	16 7%	25 7%	37 1%	0 0%	0 0%	100 0%	245	50,794	12,444,566
Southwestern	10 1%	16 2%	20 7%	19 1%	29 7%	3 3%	0 5%	100 0%	178	50,015	8,902,699
State Center	9 5%	10 5%	21 8%	23 9%	28 5%	4 9%	0 7%	100 0%	284	50,816	14,431,807
Ventura County	8 1%	9 3%	16 7%	16 2%	41 6%	7 3%	0 5%	100 0%	394	52,117	20,534,285
Victor Valley	16 4%	27 8%	13 9%	29 1%	11 3%	1 2%	0 0%	100 0%	79	46,922	3,706,825
West Hills	20 0%	16 0%	50 0%	12 0%	2 0%	0 0%	0 0%	100 0%	50	45,392	2,269,585
West Kern	0 0%	9 5%	14 2%	19 0%	28 5%	19 0%	9 5%	100 0%	21	55,361	1,162,584
West Valley-Mission	5 5%	9 5%	16 2%	35 3%	23 4%	9 1%	0 7%	100 0%	252	51,896	13,077,687
Yosemite	17 7%	12 9%	22 0%	45 4%	1 7%	0 0%	0 0%	100 0%	231	47,354	10,938,722
Yuba	8 0%	4 0%	6 4%	16 9%	22 5%	34 6%	7 2%	100 0%	124	56,326	6,984,386
Total	13 0%	12 1%	21 4%	24 4%	20 5%	6 7%	1 4%	100 0%	14,961	\$49,933	\$747,046,285

Source Derived from the Staff Data File, Chancellor's Office, California Community Colleges

DISPLAY 14 Percent Distribution of Weekly Faculty Contact Hours (WFCH) Taught in the California Community Colleges, Total Contract and Regular Faculty, Fall 1992

District	Percentage of Faculty Teaching Within Specified Weekly Faculty Contact Hour Range							Total No of Faculty	WFCH per Faculty	District Total WFCH
	0 1-	9 1-	12 1-	15 1-	18 1-	21 1-	24 1+			
	9 0	12 0	15 0	18 0	21 0	24 0	24 1+	Percent		
Allan Hancock	15 3%	11 5%	44 2%	22 1%	5 7%	0 0%	0 9%	100 0%	104	14 5
Antelope Valley	5 2%	14 7%	42 6%	19 1%	11 3%	2 6%	4 3%	100 0%	115	15 5
Barstow	7 1%	17 8%	71 4%	0 0%	3 5%	0 0%	0 0%	100 0%	28	14 0
Butte	11 6%	17 5%	29 2%	25 9%	6 4%	4 5%	4 5%	100 0%	154	15 4
Cabrillo	5 6%	16 3%	23 1%	23 7%	12 4%	7 3%	11 3%	100 0%	177	17 4
Cerritos	3 9%	5 2%	41 3%	31 3%	8 2%	3 0%	6 9%	100 0%	230	16 6
Chabot-Las Positas	5 7%	10 0%	35 5%	26 7%	13 6%	4 8%	3 5%	100 0%	228	15 9
Chaffey	14 3%	14 8%	20 7%	24 4%	7 9%	3 1%	14 3%	100 0%	188	16 4
Citrus	0 7%	2 3%	44 5%	23 4%	13 2%	0 0%	15 6%	100 0%	128	18 3
Coast	7 6%	7 6%	59 5%	16 8%	7 0%	0 1%	0 9%	100 0%	522	14 8
Compton	11 4%	15 7%	32 8%	37 1%	2 8%	0 0%	0 0%	100 0%	70	14 7
Contra Costa	4 6%	13 4%	35 9%	29 2%	10 4%	3 9%	2 3%	100 0%	431	15 8
Desert	5 3%	2 1%	84 0%	6 3%	2 1%	0 0%	0 0%	100 0%	94	14 6
El Camino	4 9%	3 6%	40 1%	30 5%	8 5%	4 6%	7 5%	100 0%	304	16 8
Feather River	5 5%	5 5%	33 3%	50 0%	5 5%	0 0%	0 0%	100 0%	18	15 4
Foothill-De Anza	3 3%	19 0%	33 2%	17 4%	14 5%	4 3%	8 0%	100 0%	482	16 6
Fremont-Newark	8 7%	5 8%	38 8%	33 0%	9 7%	3 8%	0 0%	100 0%	103	15 5
Gavilan	4 7%	1 5%	26 9%	23 8%	6 3%	28 5%	7 9%	100 0%	63	18 5
Glendale	3 3%	3 3%	59 8%	6 0%	14 8%	9 3%	3 3%	100 0%	182	16 7
Grossmont-Cuyamaca	0 8%	6 6%	59 7%	31 8%	0 8%	0 0%	0 0%	100 0%	226	15 4
Hartnell	1 1%	1 1%	38 1%	15 4%	21 4%	5 9%	16 6%	100 0%	84	19 2
Kern	12 8%	8 8%	28 9%	26 5%	12 8%	4 0%	6 0%	100 0%	249	15 8
Lake Tahoe	13 7%	24 1%	20 6%	41 3%	0 0%	0 0%	0 0%	100 0%	29	13 1
Lassen	6 3%	21 2%	17 0%	25 5%	19 1%	4 2%	6 3%	100 0%	47	16 8
Long Beach	7 1%	10 8%	79 2%	0 6%	0 6%	0 6%	0 6%	100 0%	294	14 1
Los Angeles	7 9%	14 4%	60 3%	1 5%	12 2%	0 2%	3 2%	100 0%	1,401	15 1
Los Rios	9 8%	6 1%	35 0%	20 3%	20 9%	6 6%	1 1%	100 0%	620	16 1
Marin	5 6%	7 7%	38 0%	21 8%	9 1%	14 7%	2 8%	100 0%	142	16 8
Mendocino-Lake	10 0%	2 5%	25 0%	27 5%	25 0%	10 0%	0 0%	100 0%	40	16 6
Merced	18 7%	15 9%	57 6%	0 0%	0 0%	1 3%	6 2%	100 0%	144	13 8
Mira Costa	5 3%	14 8%	50 0%	15 9%	7 4%	0 0%	6 3%	100 0%	94	15 4
Monterey Peninsula	13 5%	15 3%	28 8%	30 6%	7 2%	0 0%	4 5%	100 0%	111	15 1
Mt. San Antonio	8 1%	9 8%	49 6%	21 0%	8 5%	1 7%	1 0%	100 0%	294	15 1
Mt. San Jacinto	5 8%	3 9%	60 7%	17 6%	11 7%	0 0%	0 0%	100 0%	51	15 4
Napa	11 2%	17 3%	29 5%	8 1%	25 5%	3 0%	5 1%	100 0%	98	15 5
North Orange	6 8%	8 8%	31 0%	32 0%	18 0%	0 4%	3 0%	100 0%	500	15 9
Palo Verde	15 7%	0 0%	36 8%	10 5%	26 3%	5 2%	5 2%	100 0%	19	15 8
Palomar	6 4%	8 1%	47 2%	18 4%	15 8%	3 8%	0 0%	100 0%	233	15 9
Pasadena Area	5 5%	4 2%	44 8%	22 7%	15 2%	3 5%	3 9%	100 0%	308	16 3
Peralta	14 1%	6 3%	30 9%	31 5%	12 3%	3 3%	1 5%	100 0%	333	15 1
Rancho Santiago	13 2%	12 5%	14 7%	21 7%	22 8%	11 0%	3 6%	100 0%	271	16 2
Redwoods	2 0%	2 0%	18 0%	10 0%	13 0%	10 0%	45 0%	100 0%	100	23 5
Rio Hondo	0 6%	0 6%	43 0%	39 2%	14 5%	1 2%	0 6%	100 0%	158	16 6
Riverside	8 7%	3 4%	85 9%	1 4%	0 0%	0 0%	0 4%	100 0%	206	14 0
Saddleback	11 5%	9 6%	38 8%	30 3%	6 5%	1 5%	1 5%	100 0%	260	14 8
San Bernardino	7 5%	9 5%	37 1%	21 1%	22 1%	2 0%	0 5%	100 0%	199	15 8
San Diego	4 0%	3 8%	34 8%	17 1%	11 2%	9 5%	19 1%	100 0%	542	18 7
San Francisco	10 7%	11 3%	29 2%	12 7%	11 6%	3 2%	21 0%	100 0%	643	16 8
San Joaquin Delta	0 4%	0 9%	0 0%	0 0%	97 6%	0 4%	0 4%	100 0%	216	19 9
San Jose-Evergreen	14 6%	8 0%	36 8%	20 0%	18 2%	0 8%	1 3%	100 0%	225	15 0
San Luis Obispo	15 3%	8 6%	33 6%	20 1%	16 3%	3 8%	1 9%	100 0%	104	14 9
San Mateo County	18 5%	11 8%	33 4%	21 2%	9 3%	1 9%	3 5%	100 0%	362	14 5
Santa Barbara	28 2%	17 2%	19 3%	21 9%	9 9%	2 6%	0 5%	100 0%	191	12 5
Santa Clarita	11 4%	8 2%	34 4%	8 2%	6 5%	6 5%	24 5%	100 0%	61	20 4
Santa Monica	12 5%	16 5%	39 4%	14 3%	13 4%	3 5%	0 0%	100 0%	223	14 5
Sequoias	9 0%	9 0%	37 0%	26 5%	15 3%	1 4%	1 4%	100 0%	143	15 4
Shasta-Tehama	4 4%	5 1%	22 2%	31 1%	18 5%	14 0%	4 4%	100 0%	135	17 6
Sierra	1 5%	4 5%	77 2%	5 3%	6 8%	3 7%	0 7%	100 0%	132	15 5
Siskiyou	15 5%	2 2%	26 6%	31 1%	15 5%	6 6%	2 2%	100 0%	45	15 6
Solano County	8 4%	2 3%	63 0%	0 0%	23 8%	0 0%	2 3%	100 0%	130	15 6
Sonoma County	9 2%	10 4%	36 1%	25 7%	11 6%	6 0%	0 8%	100 0%	249	15 5
Southwestern	5 6%	1 6%	50 5%	39 8%	2 2%	0 0%	0 0%	100 0%	178	15 4
State Center	5 5%	13 1%	30 9%	25 7%	18 4%	3 0%	3 0%	100 0%	326	15 9
Ventura County	6 3%	2 2%	54 4%	16 5%	16 0%	3 3%	1 1%	100 0%	362	15 9
Victor Valley	5 3%	8 5%	63 8%	14 8%	7 4%	0 0%	0 0%	100 0%	94	14 8
West Hills	7 6%	17 3%	32 6%	38 4%	3 8%	0 0%	0 0%	100 0%	52	14 7
West Kern	4 7%	28 5%	57 1%	0 0%	4 7%	0 0%	4 7%	100 0%	21	15 0
West Valley-Mission	1 9%	11 3%	29 8%	32 5%	17 2%	1 9%	5 1%	100 0%	255	17 1
Yosemite	5 1%	7 0%	16 4%	21 9%	13 7%	13 3%	22 3%	100 0%	255	19 8
Yuba	46 1%	1 9%	17 9%	14 5%	14 5%	3 8%	0 9%	100 0%	206	11 3
Total	8 5%	9 4%	40 7%	19 2%	13 4%	3 5%	5 1%	100 0%	15,282	15 9

Source Derived from the Staff Data File, Chancellor's Office, California Community Colleges.

**DISPLAY 15 Percent Distribution of Weekly Faculty Contact Hours (WFCH) Taught in
the California Community Colleges, Total Part-Time Faculty, Fall 1992**

District	Percentage of Faculty Teaching Within Specified Weekly Faculty Contact Hour Range						Total No of Faculty	WFCH per Faculty	District Total WFCH
	0 1- 3 0	3 1- 6 0	6 1- 9 0	9 1- 12 0	12 1- 15 0	15 1+ Percent			
Allan Hancock	40 5%	38 6%	12 3%	4 7%	0 9%	2 8%	316	5 2	1,665
Antelope Valley	31 6%	40 1%	24 3%	3 4%	0 0%	0 4%	234	5 5	1,301
Barstow	50 0%	46 5%	3 4%	0 0%	0 0%	0 0%	88	3 9	344
Butte	24 5%	40 7%	28 3%	4 0%	1 4%	0 8%	346	6 0	2,086
Cabrillo	29 5%	34 9%	20 7%	8 8%	1 2%	4 7%	318	6 2	1,998
Cerritos	28 3%	41 9%	20 2%	7 8%	1 4%	0 2%	346	5 7	1,985
Chabot-Las Positas	26 1%	51 7%	18 5%	2 3%	0 5%	0 5%	508	5 2	2,643
Chaffey	8 8%	35 1%	28 4%	8 8%	12 0%	6 6%	225	8 2	1,853
Citrus	28 0%	47 9%	18 2%	4 3%	1 3%	0 0%	367	5 4	2,008
Coast	30 4%	42 8%	20 4%	5 7%	0 3%	0 2%	962	5 3	5,175
Compton	29 4%	43 1%	20 0%	7 3%	0 0%	0 0%	95	5 4	519
Contra Costa	34 9%	36 5%	23 4%	4 6%	0 4%	0 0%	687	5 3	3,690
Desert	32 1%	33 5%	34 2%	0 0%	0 0%	0 0%	283	5 4	1,534
El Camino	22 9%	46 5%	22 9%	6 6%	0 0%	0 9%	419	5 9	2,490
Feather River	36 0%	38 0%	6 0%	20 0%	0 0%	0 0%	50	5 4	272
Foothill-De Anza	18 4%	48 5%	24 8%	5 7%	1 7%	0 6%	640	5 9	3,828
Fremont-Newark	34 9%	39 5%	19 0%	5 3%	0 7%	0 3%	263	5 2	1,385
Gavilan	25 7%	39 6%	16 8%	12 8%	3 9%	0 9%	101	6 1	622
Glendale	27 5%	39 2%	14 9%	14 9%	2 5%	0 7%	395	6 3	2,523
Grossmont-Cuyamaca	37 9%	43 6%	15 2%	3 2%	0 0%	0 0%	493	4 9	2,444
Hartnell	34 8%	36 2%	14 9%	9 5%	1 8%	2 7%	221	6 0	1,328
Kern	17 6%	41 1%	17 6%	23 5%	0 0%	0 0%	17	6 4	110
Lake Tahoe	24 1%	54 4%	20 5%	0 8%	0 0%	0 0%	112	4 7	536
Lassen	42 8%	43 4%	8 7%	2 2%	1 6%	1 1%	182	4 8	881
Long Beach	30 2%	37 7%	22 9%	8 7%	0 2%	0 2%	493	5 9	2,938
Los Angeles	41 6%	48 1%	10 3%	0 0%	0 0%	0 0%	1,664	4 6	7,766
Los Rios	35 7%	44 9%	16 5%	2 7%	0 0%	0 0%	909	5 0	4,571
Marin	19 8%	31 4%	26 2%	17 3%	4 4%	0 6%	156	7 0	1,101
Mendocino-Lake	45 8%	28 4%	16 2%	9 5%	0 0%	0 0%	179	4 8	876
Merced	43 3%	30 7%	15 7%	2 3%	1 1%	6 6%	254	5 8	1,473
Mira Costa	22 1%	41 8%	18 7%	5 3%	0 0%	11 8%	320	8 7	2,798
Monterey Peninsula	37 9%	30 5%	16 2%	10 3%	1 9%	2 9%	203	5 8	1,191
Mt San Antonio	17 4%	40 1%	28 2%	8 5%	1 8%	3 6%	326	7 0	2,282
Mt San Jacinto	42 9%	27 6%	24 7%	3 5%	1 1%	0 0%	170	5 3	909
Napa	28 1%	42 7%	17 7%	10 4%	0 5%	0 5%	192	5 9	1,145
North Orange	27 4%	37 1%	21 5%	12 9%	1 0%	0 1%	1,000	6 0	6,032
Palo Verde	52 6%	36 8%	7 8%	0 0%	0 0%	2 6%	38	4 6	176
Palomar	31 6%	36 7%	22 1%	8 9%	0 5%	0 0%	591	5 7	3,423
Pasadena Area	30 0%	45 2%	15 5%	7 3%	1 3%	0 5%	380	5 6	2,157
Peralta	34 0%	42 3%	19 8%	3 7%	0 0%	0 0%	423	5 0	2,120
Rancho Santiago	25 7%	37 8%	15 4%	20 7%	0 2%	0 0%	821	6 5	5,340
Redwoods	13 7%	25 8%	17 0%	15 0%	7 5%	20 8%	240	10 5	2,520
Rio Hondo	30 1%	48 2%	18 0%	2 7%	0 9%	0 0%	222	5 2	1,155
Riverside	40 8%	47 0%	12 1%	0 0%	0 0%	0 0%	583	4 3	2,548
Saddleback	37 3%	38 3%	22 2%	2 0%	0 0%	0 0%	621	5 1	3,215
San Bernardino	46 0%	36 2%	14 6%	3 0%	0 0%	0 0%	328	4 7	1,545
San Diego	25 1%	23 7%	13 0%	11 6%	16 1%	10 6%	1,411	9 3	13,183
San Francisco	18 2%	29 0%	22 5%	7 9%	20 3%	1 9%	948	8 1	7,754
San Joaquin Delta	42 0%	35 6%	22 4%	0 0%	0 0%	0 0%	250	4 8	1,209
San Jose-Evergreen	41 6%	37 7%	14 6%	5 9%	0 0%	0 0%	437	4 8	2,111
San Luis Obispo	23 0%	28 2%	32 0%	14 1%	2 5%	0 0%	156	6 7	1,050
San Mateo County	39 6%	31 3%	22 9%	4 9%	0 7%	0 3%	524	5 4	2,842
Santa Barbara	43 0%	31 2%	19 4%	3 5%	2 7%	0 0%	586	4 7	2,809
Santa Clarita	28 5%	33 0%	18 8%	12 0%	0 7%	6 7%	133	7 3	973
Santa Monica	28 5%	44 1%	23 5%	3 6%	0 0%	0 0%	462	5 6	2,589
Sequoias	39 3%	50 8%	6 4%	2 5%	0 4%	0 4%	234	4 6	1,097
Shasta-Tehama	45 8%	34 4%	10 9%	6 8%	1 5%	0 3%	264	4 9	1,306
Sierra	36 0%	44 2%	16 9%	2 1%	0 6%	0 0%	330	4 9	1,625
Siskiyou	52 5%	28 8%	11 8%	6 7%	0 0%	0 0%	59	4 6	277
Solano County	32 0%	34 0%	23 6%	6 4%	2 8%	1 2%	250	5 9	1,490
Sonoma County	27 8%	28 2%	34 4%	8 2%	0 6%	0 6%	808	6 0	4,879
Southwestern	31 7%	34 7%	28 5%	4 9%	0 0%	0 0%	403	5 6	2,291
State Center	29 4%	42 4%	20 7%	6 9%	0 0%	0 3%	516	5 4	2,785
Ventura County	27 4%	35 4%	25 7%	10 9%	0 1%	0 1%	528	6 1	3,233
Victor Valley	38 6%	32 1%	19 6%	8 0%	0 0%	1 5%	199	5 8	1,165
West Hills	31 3%	47 7%	14 9%	5 9%	0 0%	0 0%	67	5 2	353
West Kern	38 4%	35 9%	23 0%	2 5%	0 0%	0 0%	39	5 1	199
West Valley-Mission	37 1%	38 3%	17 5%	5 9%	0 8%	0 2%	501	5 2	2,645
Yosemite	28 9%	33 1%	10 6%	15 5%	3 7%	7 9%	290	7 3	2,142
Yuba	43 0%	39 8%	10 1%	5 8%	1 0%	0 0%	188	4 8	909
Total							27,364	5 9	161,417

Source Derived from the Staff Data File, Chancellor's Office, California Community Colleges

**DISPLAY 16 Percent Distribution by Hourly Compensation Rate for Overload Instruction,
California Community Colleges, Contract and Regular Faculty, Fall 1992**

District	Percentage of Faculty Teaching Within Specified Range						Total Percent	Number of Faculty	Dollars per WFCH
	\$12 00- 29.99	\$30 00- 34.99	\$35 00- 39.99	\$40 00- 44.99	\$45 00- 49.99	\$50 00+ 50.00+			
Allan Hancock	16.9%	26.4%	56.6%	0.0%	0.0%	0.0%	100.0%	53	\$33.77
Antelope Valley	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	65	\$37.34
Barstow									
Butte	15.5%	84.4%	0.0%	0.0%	0.0%	0.0%	100.0%	45	\$31.60
Cabrillo	0.0%	0.0%	13.6%	86.3%	0.0%	0.0%	100.0%	44	\$42.83
Cerritos	0.0%	3.7%	8.6%	8.1%	12.4%	67.0%	100.0%	185	\$52.75
Chabot-Las Positas	0.0%	20.3%	79.6%	0.0%	0.0%	0.0%	100.0%	59	\$36.55
Chaffey	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	46	\$31.00
Citrus	10.9%	9.5%	27.4%	52.0%	0.0%	0.0%	100.0%	73	\$38.30
Coast	0.0%	2.1%	97.8%	0.0%	0.0%	0.0%	100.0%	366	\$36.91
Compton	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	34	\$27.62
Contra Costa	0.0%	0.4%	4.1%	8.8%	13.8%	72.6%	100.0%	216	\$54.34
Desert	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	9	\$25.70
El Camuno	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	123	\$36.61
Feather River	0.0%	64.2%	35.7%	0.0%	0.0%	0.0%	100.0%	14	\$33.36
Foothill-De Anza	2.3%	2.3%	10.0%	11.6%	15.5%	58.1%	100.0%	129	\$50.37
Fremont-Newark	58.8%	41.1%	0.0%	0.0%	0.0%	0.0%	100.0%	51	\$29.99
Gavilan	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	9	\$34.03
Glendale	0.0%	10.2%	89.8%	0.0%	0.0%	0.0%	100.0%	49	\$36.17
Grossmont-Cuyamaca	6.7%	18.9%	28.3%	8.1%	35.1%	2.7%	100.0%	148	\$39.36
Hartnell	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	4	\$32.38
Kern	44.6%	55.3%	0.0%	0.0%	0.0%	0.0%	100.0%	65	\$28.53
Lake Tahoe	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	8	\$22.50
Lassen	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	22	\$20.76
Long Beach	0.6%	16.3%	83.0%	0.0%	0.0%	0.0%	100.0%	165	\$34.57
Los Angeles	0.0%	7.5%	92.4%	0.0%	0.0%	0.0%	100.0%	805	\$36.54
Los Rios	6.7%	11.4%	7.8%	17.1%	25.7%	31.0%	100.0%	280	\$44.61
Marn	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	12	\$78.56
Mendocino-Lake	88.8%	11.1%	0.0%	0.0%	0.0%	0.0%	100.0%	9	\$28.63
Merced	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	65	\$24.73
Mira Costa	0.0%	9.0%	9.0%	18.1%	13.6%	50.0%	100.0%	44	\$46.95
Monterey Peninsula	4.3%	17.3%	28.2%	39.1%	10.8%	0.0%	100.0%	46	\$39.55
Mt. San Antonio	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	105	\$33.92
Mt. San Jacinto	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	9	\$36.30
Napa	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	19	\$30.00
North Orange	3.3%	42.4%	54.1%	0.0%	0.0%	0.0%	100.0%	266	\$34.87
Palo Verde	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	9	\$32.00
Palomar	9.6%	22.0%	36.5%	31.7%	0.0%	0.0%	100.0%	145	\$36.91
Pasadena Area	1.2%	5.3%	7.1%	10.1%	13.7%	62.2%	100.0%	167	\$50.37
Peralta	0.0%	8.5%	18.8%	72.6%	0.0%	0.0%	100.0%	117	\$39.70
Rancho Santiago	2.8%	94.2%	0.0%	0.0%	0.0%	2.8%	100.0%	35	\$33.69
Redwoods									
Rio Hondo	0.0%	0.0%	2.0%	6.2%	27.0%	64.5%	100.0%	48	\$53.94
Riverside	1.1%	25.2%	73.6%	0.0%	0.0%	0.0%	100.0%	91	\$36.65
Saddleback	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	160	\$41.85
San Bernardino	5.6%	93.4%	0.0%	0.0%	0.0%	0.9%	100.0%	106	\$32.42
San Diego	1.2%	8.3%	17.9%	29.3%	43.1%	0.0%	100.0%	167	\$41.71
San Francisco	6.7%	15.8%	77.4%	0.0%	0.0%	0.0%	100.0%	164	\$37.69
San Joaquin Delta	0.0%	1.2%	7.6%	17.3%	73.7%	0.0%	100.0%	156	\$45.72
San Jose-Evergreen	0.0%	5.4%	30.6%	58.5%	0.0%	5.4%	100.0%	111	\$41.84
San Luis Obispo	2.0%	14.0%	26.0%	24.0%	10.0%	24.0%	100.0%	50	\$42.74
San Mateo County	10.4%	0.0%	10.4%	25.0%	53.1%	1.0%	100.0%	96	\$43.54
Santa Barbara									
Santa Clara	0.0%	3.0%	96.9%	0.0%	0.0%	0.0%	100.0%	33	\$35.35
Santa Monica	0.0%	0.0%	15.2%	84.7%	0.0%	0.0%	100.0%	59	\$40.90
Sequoias	70.5%	29.4%	0.0%	0.0%	0.0%	0.0%	100.0%	78	\$30.13
Shasta-Tehama	10.0%	90.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50	\$30.85
Sierra	42.0%	58.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50	\$29.88
Siskiyou	25.0%	60.7%	14.2%	0.0%	0.0%	0.0%	100.0%	28	\$29.96
Solano County	0.0%	1.8%	32.7%	65.4%	0.0%	0.0%	100.0%	55	\$40.83
Sonoma County	0.0%	0.0%	0.0%	4.6%	4.6%	90.7%	100.0%	86	\$55.53
Southwestern	2.0%	22.6%	40.2%	35.0%	0.0%	0.0%	100.0%	97	\$37.78
State Center	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	149	\$26.10
Ventura County	0.0%	55.1%	44.8%	0.0%	0.0%	0.0%	100.0%	127	\$34.59
Victor Valley	22.9%	0.0%	0.0%	0.0%	0.0%	77.0%	100.0%	48	\$62.42
West Hills	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	19	\$25.11
West Kern	12.5%	87.5%	0.0%	0.0%	0.0%	0.0%	100.0%	16	\$29.63
West Valley-Mission	14.1%	10.1%	15.1%	16.1%	44.4%	0.0%	100.0%	99	\$39.68
Yosemite	0.0%	0.0%	14.0%	66.2%	14.0%	5.6%	100.0%	71	\$43.98
Yuba	6.4%	6.4%	20.9%	14.5%	11.2%	40.3%	100.0%	62	\$45.35
Total	9.5%	17.5%	38.0%	14.0%	8.6%	12.2%	100.0%	6,391	\$39.34

Source Derived from the Staff Data File, Chancellor's Office, California Community Colleges

DISPLAY 17 Percent Distribution by Hourly Compensation Rate for Part-Time Faculty, California Community Colleges, Fall 1992

District	Percentage of Faculty Teaching Within Specified Range						Total Percent	Number of Faculty	Dollars per WFCH
	\$12 00- 24 99	\$25 00- 29 99	\$30 00- 34 99	\$35 00- 39 99	\$40 00- 44 99	\$45 00+ 44 99			
Allan Hancock	48 7%	37 9%	11 7%	1 5%	0 0%	0 0%	100 0%	316	\$26 25
Antelope Valley	0 0%	0 0%	9 8%	90 1%	0 0%	0 0%	100 0%	234	\$36 31
Barstow	1 1%	98 8%	0 0%	0 0%	0 0%	0 0%	100 0%	88	\$26 48
Butte	0 0%	67 3%	32 6%	0 0%	0 0%	0 0%	100 0%	346	\$29 21
Cabrillo	0 0%	0 0%	7 5%	22 7%	69 7%	0 0%	100 0%	317	\$41 13
Cerritos	0 0%	0 0%	49 1%	50 8%	0 0%	0 0%	100 0%	346	\$35 50
Chabot-Las Positas	0 0%	0 0%	51 3%	48 6%	0 0%	0 0%	100 0%	508	\$34 67
Chaffey	0 0%	0 0%	100 0%	0 0%	0 0%	0 0%	100 0%	225	\$31 00
Citrus	17 9%	5 9%	26 1%	34 3%	15 5%	0 0%	100 0%	367	\$33 55
Coast	5 0%	15 5%	30 7%	45 6%	0 7%	2 3%	100 0%	956	\$34 93
Compton	50 5%	47 3%	0 0%	1 0%	0 0%	1 0%	100 0%	95	\$25 55
Contra Costa	0 0%	0 0%	10 2%	26 3%	32 0%	31 3%	100 0%	686	\$42 46
Desert	47 0%	53 0%	0 0%	0 0%	0 0%	0 0%	100 0%	283	\$25 31
El Camino	0 9%	0 4%	29 2%	69 3%	0 0%	0 0%	100 0%	417	\$35 25
Feather River	36 0%	38 0%	26 0%	0 0%	0 0%	0 0%	100 0%	50	\$25 58
Foothill-De Anza	2 3%	6 7%	10 0%	13 5%	14 8%	52 4%	100 0%	635	\$44 70
Fremont-Newark	1 9%	62 6%	34 7%	0 7%	0 0%	0 0%	100 0%	262	\$29 39
Gavilan	0 0%	35 6%	64 3%	0 0%	0 0%	0 0%	100 0%	101	\$31 09
Glendale	0 0%	0 0%	56 2%	43 8%	0 0%	0 0%	100 0%	395	\$34 31
Grossmont-Cuyamaca	6 7%	25 6%	28 5%	15 6%	8 7%	14 6%	100 0%	491	\$35 34
Hartnell	0 0%	43 8%	56 1%	0 0%	0 0%	0 0%	100 0%	221	\$29 36
Kern	100 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	16	\$18 89
Lake Tahoe	100 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	112	\$22 50
Lassen	100 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	174	\$18 46
Long Beach	0 0%	18 8%	36 9%	44 2%	0 0%	0 0%	100 0%	493	\$33 42
Los Angeles	0 0%	0 0%	39 0%	60 9%	0 0%	0 0%	100 0%	1,663	\$35 26
Los Rios	0 5%	8 6%	16 5%	22 3%	23 1%	28 8%	100 0%	909	\$40 40
Marin	0 0%	4 4%	22 4%	6 4%	12 1%	54 4%	100 0%	156	\$47 40
Mendocino-Lake	48 6%	50 2%	0 5%	0 0%	0 5%	0 0%	100 0%	179	\$25 68
Merced	92 0%	7 1%	0 0%	0 0%	0 0%	0 7%	100 0%	253	\$23 84
Mira Costa	0 0%	3 4%	77 9%	18 2%	0 0%	0 3%	100 0%	318	\$33 31
Monterey Peninsula	9 3%	12 8%	28 0%	28 0%	12 3%	9 3%	100 0%	203	\$34 93
Mt. San Antonio	12 5%	0 0%	87 4%	0 0%	0 0%	0 0%	100 0%	326	\$32 05
Mt. San Jacinto	0 0%	56 4%	43 5%	0 0%	0 0%	0 0%	100 0%	170	\$28 16
Napa	0 5%	26 0%	73 4%	0 0%	0 0%	0 0%	100 0%	192	\$28 65
North Orange	0 9%	41 5%	28 7%	28 8%	0 0%	0 0%	100 0%	995	\$31 00
Palo Verde	100 0%	0 0%	0 0%	0 0%	0 0%	0 0%	100 0%	38	\$20 58
Palomar	3 5%	69 7%	24 0%	1 6%	1 0%	0 0%	100 0%	591	\$29 20
Pasadena Area	11 0%	20 7%	49 7%	14 2%	1 5%	2 6%	100 0%	380	\$31 50
Peralta	0 0%	1 9%	9 2%	16 8%	23 2%	48 8%	100 0%	422	\$43 89
Rancho Santiago	3 1%	49 0%	47 6%	0 0%	0 0%	0 1%	100 0%	820	\$30 19
Redwoods	1 6%	11 6%	48 7%	30 8%	4 5%	2 5%	100 0%	240	\$33 73
Rio Hondo	3 1%	35 0%	16 3%	14 0%	15 0%	16 3%	100 0%	220	\$35 54
Riverside	0 0%	9 2%	44 0%	46 6%	0 0%	0 0%	100 0%	583	\$34 66
Saddleback	0 0%	0 0%	5 1%	18 3%	76 4%	0 0%	100 0%	621	\$40 65
San Bernardino	0 0%	7 3%	92 6%	0 0%	0 0%	0 0%	100 0%	328	\$31 76
San Diego	6 0%	37 7%	30 0%	20 6%	4 1%	1 2%	100 0%	1,411	\$31 98
San Francisco	2 4%	0 0%	23 6%	33 9%	22 8%	17 0%	100 0%	942	\$38 99
San Joaquin Delta	2 0%	0 0%	12 4%	27 2%	33 2%	25 2%	100 0%	250	\$40 77
San Jose-Evergreen	0 0%	4 3%	38 6%	37 9%	18 1%	0 9%	100 0%	435	\$36 35
San Luis Obispo	5 1%	21 7%	26 2%	27 5%	8 9%	10 2%	100 0%	156	\$35 02
San Mateo County	0 3%	2 7%	6 8%	19 5%	25 7%	44 7%	100 0%	512	\$42 74
Santa Barbara	4 1%	94 1%	1 7%	0 0%	0 0%	0 0%	100 0%	584	\$27 22
Santa Clarita	1 5%	75 3%	20 7%	2 3%	0 0%	0 0%	100 0%	130	\$28 87
Santa Monica	0 0%	0 0%	0 0%	27 9%	59 5%	12 5%	100 0%	462	\$41 68
Sequoias	0 0%	18 5%	81 4%	0 0%	0 0%	0 0%	100 0%	232	\$30 59
Shasta-Tehama	0 0%	85 5%	14 5%	0 0%	0 0%	0 0%	100 0%	262	\$28 28
Sierra	7 8%	17 2%	28 1%	46 3%	0 0%	0 3%	100 0%	330	\$32 59
Siskiyou	32 7%	60 3%	3 4%	3 4%	0 0%	0 0%	100 0%	58	\$25 48
Solano County	0 0%	0 0%	24 8%	50 0%	25 2%	0 0%	100 0%	250	\$37 51
Sonoma County	7 3%	0 8%	1 7%	32 1%	32 6%	25 1%	100 0%	802	\$40 23
Southwestern	0 2%	6 9%	49 6%	39 4%	3 7%	0 0%	100 0%	403	\$35 06
State Center	59 9%	40 0%	0 0%	0 0%	0 0%	0 0%	100 0%	509	\$24 08
Ventura County	0 0%	0 0%	77 2%	22 7%	0 0%	0 0%	100 0%	528	\$33 25
Victor Valley	16 0%	83 9%	0 0%	0 0%	0 0%	0 0%	100 0%	199	\$26 34
West Hills	56 7%	43 2%	0 0%	0 0%	0 0%	0 0%	100 0%	67	\$23 90
West Kern	0 0%	51 2%	48 7%	0 0%	0 0%	0 0%	100 0%	39	\$28 00
West Valley-Mission	3 2%	4 2%	16 4%	36 8%	24 2%	15 0%	100 0%	499	\$38 42
Yosemite	66 6%	0 0%	0 0%	33 3%	0 0%	0 0%	100 0%	3	\$21 74
Yuba	11 1%	19 6%	23 4%	20 7%	13 3%	11 7%	100 0%	188	\$34 77
Total	7 5%	19 9%	29 1%	24 8%	10 6%	7 8%	100 0%	26,992	\$34 33

Source Derived from the Staff Data File, Chancellor's Office, California Community Colleges

CALIFORNIA POSTSECONDARY EDUCATION COMMISSION

THE California Postsecondary Education Commission is a citizen board established in 1974 by the Legislature and Governor to coordinate the efforts of California's colleges and universities and to provide independent, non-partisan policy analysis and recommendations to the Governor and Legislature

Members of the Commission

The Commission consists of 17 members. Nine represent the general public, with three each appointed for six-year terms by the Governor, the Senate Rules Committee, and the Speaker of the Assembly. Six others represent the major segments of postsecondary education in California. Two student members are appointed by the Governor.

As of February 1995, the Commissioners representing the general public are

Henry Der, San Francisco, *Chair*
C. Thomas Dean, Long Beach
Elaine Alquist, Santa Clara
Mim Andelson, Los Angeles
Jeffrey I. Marston, San Diego
Guillermo Rodriguez, Jr., San Francisco,
Vice Chair

Melinda G. Wilson, Torrance
Linda J. Wong, Los Angeles
Ellen F. Wright, Saratoga

Representatives of the segments are

Roy T. Brophy, Fair Oaks, appointed by the Regents of the University of California
Yvonne W. Larsen, San Diego, appointed by the California State Board of Education.
Alice Petrossian, Glendale, appointed by the Board of Governors of the California Community Colleges,
Ted J. Saenger, San Francisco, appointed by the Trustees of the California State University, and
Kyhl Smeby, Pasadena, appointed by the Governor to represent California's independent colleges and universities, and
vacant, representing the Council for Private Postsecondary and Vocational Education

The two student representatives are

Stephen Leshner, Meadow Vista
Beverly A. Sandeen, Costa Mesa

Functions of the Commission

The Commission is charged by the Legislature and Governor to "assure the effective utilization of public postsecondary education resources, thereby eliminating waste and unnecessary duplication, and to promote diversity, innovation, and responsiveness to student and societal needs."

To this end, the Commission conducts independent reviews of matters affecting the 2,600 institutions of postsecondary education in California, including community colleges, four-year colleges, universities, and professional and occupational schools.

As an advisory body to the Legislature and Governor, the Commission does not govern or administer any institutions, nor does it approve, authorize, or accredit any of them. Instead, it performs its specific duties of planning, evaluation, and coordination by cooperating with other State agencies and non-governmental groups that perform those other governing, administrative, and assessment functions.

Operation of the Commission

The Commission holds regular meetings throughout the year at which it debates and takes action on staff studies and takes positions on proposed legislation affecting education beyond the high school in California. By law, its meetings are open to the public. Requests to speak at a meeting may be made by writing the Commission in advance or by submitting a request before the start of the meeting.

The Commission's day-to-day work is carried out by its staff in Sacramento, under the guidance of its executive director, Warren Halsey Fox, Ph.D., who is appointed by the Commission.

Further information about the Commission and its publications may be obtained from the Commission offices at 1303 J Street, Suite 500, Sacramento, California 95814-2938, telephone (916) 445-7933 or Calnet 485-7933, FAX (916) 327-4417.

Faculty Salaries in California's Community Colleges, 1992-93

Commission Report 93-17



ONE of a series of reports published by the California Postsecondary Education Commission as part of its planning and coordinating responsibilities. Single copies may be obtained without charge from the Commission at 1303 J Street, Suite 500, Sacramento, California 95814-2938. Recent reports include

- 93-6 *The Master Plan, Then and Now: Policies of the 1960-1975 Master Plan for Higher Education in Light of 1993 Realities* (April 1993)
- 93-7 *The Restructuring of California's Financial Aid Programs and Its Short-Term Aid Policy. Recommendations of the California Postsecondary Education Commission* (April 1993)
- 93-8 *Undergraduate Student Charges and Short-Term Financial Aid Policies at California's Public Universities. Recommendations of the California Postsecondary Education Commission* (April 1993)
- 93-9 *A New Policy on Undergraduate Student Charges at California's Public Universities. Recommendations of the California Postsecondary Education Commission* (June 1993)
- 93-10 *A Dream Deferred: California's Waning Higher Education Opportunities. A Statement by the California Postsecondary Education Commission* (June 1993)
- 93-11 *Student Fees and Fee Policy at the California Maritime Academy. A Report to the Governor and Legislature in Response to Supplemental Report Language of the 1992 Budget Act* (June 1993)
- 93-12 *Proposed Establishment of the Vacaville Higher Education Center of the Solano County Community College District. A Report to the Governor and Legislature in Response to a Request from the Board of Governors of the California Community Colleges* (June 1993)
- 93-13 *Major Gains and Losses, 1986-87 to 1991-92. A Report on Shifts in the Popularity of Various Academic Disciplines as Fields of Study at California's Public Universities* (June 1993)
- 93-14 *Fiscal Profiles, 1993. The Third in a Series of Factbooks About the Financing of California Higher Education* (July 1993)
- 93-15 *Student and Staff Satisfaction with Programs for Students with Disabilities. Comments by the California Postsecondary Education Commission on Reports Prepared by California's Public Systems of Higher Education in Response to Assembly Bill 746 (Chapter 829, Statutes of 1987)* (September 1993)
- 93-16 *Proposed Construction of the Madera County Educational Center in the State Center Community College District. A Report to the Governor and Legislature in Response to a Request from the Board of Governors of the California Community Colleges* (September 1993)
- 93-17 *Faculty Salaries in California's Community Colleges, 1992-93. A Report to the Legislature and the Governor in Response to Supplemental Report Language for the 1979 Budget Act* (September 1993)
- 93-18 *Appropriations in the 1993-94 State Budget for Higher Education. A Staff Report to the California Postsecondary Education Commission* (September 1993)